



BRANDON SCHOOL DIVISION

March 2, 2016

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

TO BE HELD MONDAY, MARCH 7, 2016
7:00 P.M.

J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE

1031 - 6TH STREET, BRANDON, MANITOBA

D. Labossiere
Secretary-Treasurer

AGENDA

1.00 AGENDA/MINUTES:

1.01 Reference to Statement of Board Operations

1.02 Approval of Agenda

1.03 Adoption of Minutes of Previous Meetings

- a) Regular Board Meeting, February 22, 2016.
Adopt.
- b) Special Board Meeting – Public Presentations, February 29, 2016
Adopt.

2.00 GOVERNANCE MATTERS:

2.01 Presentations for Information

2.02 Reports of Committees

- a) Personnel Committee Meeting
- b) Policy Review Committee Meeting
- c) Facilities & Transportation Committee Meeting

J. Murray
P. Bartlette
G. Buri

- d) Education Committee Meeting
- e) Finance Committee Meeting

S. Bambridge
K. Sumner

2.03 Delegations and Petitions

2.04 Communications for Action

- a) Trustee Linda Ross, February 28, 2016, advising that she will be taking an unpaid leave of absence from her duties as a Trustee for the Brandon School Division for the period March 20, 2016 – April 19, 2016 inclusive. Dr. Ross noted she is a candidate in the upcoming Manitoba provincial election. (Appendix 'A')

Refer Motions.

- b) Mr. Trevor Maguire, Western Manitoba Science Fair, undated, noting this year's Western Manitoba Science Fair is to be held on Tuesday, March 15, 2016 at the Keystone Center. Donations from school divisions and corporate and private sponsors, allows for the provision of awards and assists in sending students to the Canada Wide Science Fair. They are asking for the Division's continued support of this event. The letter, Balance Sheet Summary and Profit and Loss Statement are attached for information. (Appendix 'B')

Refer Motions.

2.05 Business Arising

- From Previous Delegation

- From Board Agenda

- MSBA issues (last meeting of the month)

- From Report of Senior Administration

- a) School Reports:
 - NIL
- b) Learning Support Services Report:
 - NIL
- c) Items from Senior Administration Report:
 - 2016-2017 Final Budget – Refer Motions.
 - Trustee Indemnities – 2016 MSBA Convention – Refer Motions

2.06 Public Inquiries (max. 15 minutes)

2.07 Motions

22/2016 That Senior Administration be authorized to change the title "Associate Superintendent" to "Assistant Superintendent" in all Brandon School Division policies.

23/2016 That a three (3) year land use agreement for community garden use of the property located at 5 Hummingbird Lane be approved effective April 1, 2016, and that the Board continue to engage in ongoing conversation with the City of Brandon with regard to the tax status of the land or a grant in lieu of.

- 24/2016 That the request of Trustee Linda Ross for an unpaid Leave of Absence from March 20, 2016 to April 19, 2016, inclusive, to run as a candidate in the April 19, 2016 Provincial Election, be approved.
- 25/2016 That the request of the Western Manitoba Science Fair for financial support be approved in the amount of \$1,500.
- 26/2016 That the Trustees be paid the appropriate indemnity for attending the Manitoba School Boards Association 2016 Convention to be held March 17 to 19, 2016 at the Delta inn, Winnipeg, Manitoba.
- 27/2016 That the Final Budget for 2016-2017 and the 2016 Special Levy be approved as follows:
- | | |
|--|----------------------|
| Total Operating Expenditures | \$ 98,629,500 |
| Total Capital Expenditures | \$ <u>4,075,300</u> |
| Total Expenditures | <u>\$102,704,800</u> |
| 2016-2017 Special Requirement | <u>\$ 47,267,334</u> |
| 2016 Special Levy to be raised from Municipalities | <u>\$ 44,396,241</u> |
- 28/2016 That the Division purchase three (3) propane powered school buses for the 2016-2017 school year as part of the 2016-2017 School Bus Tender Purchase.

2.08 Bylaws

By-Law 1/2016

3rd Reading

That By-law 1/2016, being a by-law of the Board of Trustees of the Brandon School Division for the purpose of amending By-law 4/2014 to make changes under "Section 56(3) 2." to amend the statement regarding meeting absences and resulting loss of indemnity, to align the By-law with Policy 2019 – "Electronic Meetings", be now read for the third time, have been first read on February 8, 2016 and read for a second time on February 22, 2016.

2.09 Giving of Notice

- That Policy Procedures 1022 – "Aboriginal Education Advisory Committee" be rescinded and replaced with Policy 1022 – "Aboriginal Education Advisory Committee".
- I hereby give notice that at the next Regular Meeting of the Board of Trustees, I, or someone in my stead will introduce a motion to rescind Policy 9030 – "Replacement of School Buses" and replace same with Policy 9030 – "Replacement of School Buses".

2.10 Inquiries

- Trustee Inquiries

3.00 ADMINISTRATIVE INFORMATION:

3.01 Report of Senior Administration

3.02 Communications for Information

3.03 Announcements

- a) Workplace Safety and Health Committee Meeting - 1:00 p.m., Tuesday, March 8, 2016, Boardroom.
- b) Teacher Liaison Committee Meeting – 4:30 p.m., Wednesday, March 9, 2016, Boardroom.
- c) Divisional Futures & Community Relations Committee – 12:00 p.m., Thursday, March 10, 2016, lunch visit with Vincent Massey High School Students.
- d) Policy Review Committee Meeting – 12:00 p.m., Monday, March 14, 2016, Boardroom.
- e) NEXT REGULAR BOARD MEETING – 7:00 p.m., Monday, March 22, 2016, Boardroom.

4.00 IN CAMERA DISCUSSION

4.01 Student Issues

- Reports
- Trustee Inquiries

4.02 Personnel Matters

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

4.03 Property Matters/Tenders

- Reports
- Trustee Inquiries

4.04 Board Operations

- Reports
- Trustee Inquiries

5.00 ADJOURNMENT



BRANDON SCHOOL DIVISION

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES, THE BRANDON SCHOOL DIVISION, HELD IN THE J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE, 1031 - 6TH STREET, BRANDON, MANITOBA, AT 7:00 P.M., MONDAY, FEBRUARY 22, 2016.

PRESENT:

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

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

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

REGRETS:

Dr. D. M. Michaels, Superintendent/CEO.

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

AGENDA

1.00 AGENDA/MINUTES:

1.01 Reference to Statement of Board Operations

1.02 Approval of Agenda

Trustee Sumner noted he had one item for Reports.

Trustee Kruck noted he had one item for In-Camera.

Trustee Bartlette noted he had one Personnel item for In-Camera.

Trustee Sefton noted he had several items for In-Camera.

Mr. Denis Labossiere, Secretary-Treasurer, noted he had one Personnel item for In-Camera.

Mr. Malazdrewicz, Assistant Superintendent, noted he had one Personnel item for In-Camera.

Mr. Kruck – Mrs. Bowslaugh
That the agenda be approved as amended.

Carried.

1.03 Adoption of Minutes of Previous Meetings

- a) The Minutes of the Special Board Meeting held February 8, 2016 were circulated.

Mr. Kruck – Ms. Bambridge
That the Minutes be approved.
Carried.

- b) The Minutes of the Regular Board Meeting held February 8, 2016 were circulated.

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

- c) The Minutes of the Special Meeting – Budget Deliberations held February 16, 2016 were circulated.

Trustee Kruck asked questions for clarification.

Mr. Murray – Ms. Bambridge
That the Minutes be approved.
Carried.

2.00 GOVERNANCE MATTERS:**2.01 Presentations For Information**

- a) Julia Greer, Grade 11 Crocus Plains Regional Secondary School student, received recognition on being this year's winner of the *Deborah and Srdjan Adventure Scholarship*. Trustee Sefton congratulated Julia on winning the scholarship, and asked for details about the award. Julia responded that she will travel to France for three weeks this summer and is very excited to go. She stated that the scholarship was started 6 years ago and every year, Deborah and Srdjan award two scholarships: one for an 11th grade student in Brandon, Manitoba and one for a 3rd year student in Belgrade Serbia, which is where Srdjan is from. When asked what part of the experience she is most excited about, Julia responded that she gets to study the language and see the culture and immerse herself with the people and practice on a daily basis. Trustee Sefton thanked Julia for attending the meeting as it is a highlight for the Trustees to see the students succeed.

2.02 Reports of Committees

- a) Divisional Futures & Community Relations Committee Meeting
The written report of the Divisional Futures & Community Relations Committee meeting held on February 4, 2016 was circulated.

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

- b) Trustee Sumner spoke on the Walking with our Sisters exhibit taking place at Brandon University until March 6, 2016. He expressed gratitude on behalf of the Board on being able

to participate in this event and on being able to attend the special viewing. He noted that there are 1,763 pairs of moccasin vamps and 108 pairs of children's moccasin vamps on display in honour of the Aboriginal women who have been murdered or are missing over the last 30 years. Trustee Sumner added that this is a great high profile exhibit and an incredible experience and he encouraged fellow Trustees and members of the public to attend.

2.03 Delegations and Petitions

2.04 Communications for Action

- a) Heather Demetriooff, Director, Education and Communication Services, Manitoba School Boards Association (MSBA), November 4, 2015, addressed to School Board Chairs and Superintendents, noting that since 2000 the MSBA has held a raffle in conjunction with their annual convention, with all proceeds going to a children's charity. For 2016, the Manitoba Riding for the Disabled Association was selected as the charity of choice for an additional one-year commitment. Since the inception of this raffle, school boards, students and staff have become more and more creative in terms of their donations, which have included:

- Items created by students (artwork, metal work, or almost anything made out of wood);
- Divisional Pride Wear; and
- Items representing local areas (e.g. picture of a local scene or locally produced quilts).

Ms. Demetriooff asks that if divisions are willing and able to participate by making a donations, to advise their Convention Coordinator, Carmen Neufeld, no later than Friday, February 26, 2016.

Referred Business Arising.

2.05 Business Arising

- From Previous Delegation

- From Board Agenda

- a) Correspondence from Heather Demetriooff, Director, Education and Communication Services, Manitoba School Boards Association (MSBA), requesting donations for the children's charity raffle to be held at their annual convention.

Referred motions.

- MSBA issues (last meeting of the month)

- From Report of Senior Administration

- a) School Reports:
- NIL
- b) Learning Support Services Presentation:
- NIL
- c) Items from Senior Administration Report:
- Kirkcaldy Heights School Off-Site Activity Request (ON/QC) – Refer Motions.

2.06 Public Inquiries (max. 15 minutes)

2.07 Motions

18/2016 Mr. Murray – Ms. Bambridge

That the trip involving nine (9) male and seventeen (17) female Kirkcaldy Heights French students in grades 7 and 8 to make a trip to Ontario and Quebec from May 27 to June 2, 2016 be approved and carried out in accordance with Board Policy/Procedures 4001: Off-Site Activities.

Carried.

19/2016 Mr. Buri – Mr. Murray

That the Brandon School Division and the Brandon Teachers' Association participate on a 50/50 cost sharing basis in conducting an all candidates forum during the Provincial Election campaign.

Trustee Bartlette asked questions for clarification.

Carried. (8-0, Trustee Ross abstained)

20/2016 Ms. Bambridge – Mr. Murray

That the artwork presented to the Board tonight be donated to the Manitoba School Boards Association (MSBA) Convention Silent Auction in support of children's charities.

Trustee Sefton displayed the art that is being donated by students from Crocus Plains Regional Secondary School, and Trustee Bowslaugh added that Crocus Plains Regional Secondary School has the only Advanced Placement Art Program in the Province. Trustees requested that the art students be recognized at an upcoming Board meeting.

Carried.

2.08 By-Laws

Mr. Bartlette

By-Law 1/2016

2nd Reading

That By-law 1/2016, being a by-law of the Board of Trustees of the Brandon School Division for the purpose of amending By-law 4/2014 to make changes under "Section 56(3) 2." to amend the statement regarding meeting absences and resulting loss of indemnity, to align the By-law with Policy 2019 – "Electronic Meetings", be now read for the second time, have been first read on February 8, 2016.

Carried.

Mrs. Bowslaugh

2nd Reading – By-Law 2/2016

That By-law 2/2016 being a borrowing by-law in the amount of \$637,300.00 upon the credit of the Division by the issue and sale of the security to meet partial costs for construction of:

School**Project**

Betty Gibson School

Grooming Room

Betty Gibson School

One un-linked modular classroom # M426

George Fitton School

K3 Two Classroom Renovation of Existing Gymnasium

Riverview School	Furnace Replacement Ph II
Vincent Massey High School	Renovation of Two Science Classrooms
Vincent Massey High School	Roof Replacement Areas D and G
Waverly Park School	Two Classroom Addition
Crocus Plains Regional Secondary	Science Lab Renovation
Meadows School	Elevator
Meadows School	Three Classroom & Elevator Access Addition

be now read for the second time, having been first read on February 8, 2016.

Carried.

3rd Reading

That the rules be suspended and By-law 2/2016 be now read for a third and final time, and taken as read, finally passed.

Carried.

2.09 Giving of Notice

2.10 Trustee Inquiries

3.00 ADMINISTRATIVE INFORMATION:

3.01 Report of Senior Administration

Mr. Greg Malazdrewicz, and Mr. Mathew Gustafson, Assistant Superintendents, provided highlights on the following items from the February 22, 2016 Report of Senior Administration:

- Academic Preparedness – École secondaire Neelin High School
 - Numeracy – Grade 9 Math Recovery Package – designed to support grade 9 Math students who are enrolled in one-semester grade 9 Math during second semester.
 - Student Achievements:
 - Neelin’s Concert Choir, Chamber Choir and Simple Green took first place in all of their competitive classes held at the First Presbyterian Church
 - Rashmini Shunmugam is a finalist for the prestigious Loran Scholars Foundation Award
 - Serena Heerah is a published author – she wrote a book titled *Our Mauritius Nou Moris* while she was a student at École New Era School.
 - Several grade 12 students will be taking part in the 2016 Manitoba Mathematical Contest.
- Global Citizenship – Vincent Massey High School
 - Stuff the Bus project to encourage students to participate in a donation drive with proceeds going towards Samaritan House.
 - Wellness Day – April 19, 2016
 - Student Achievement:

- Seth Friesen, who graduated from Vincent Massey in June of 2015, received not only a top score but was one of only twelve (12) students in the world to earn every point possible on the AP Calculus exam.
 - Students joined the Rotary Club of Brandon's Interact Club, with ten students in grades 11 and 12 involved in the club.
- Health and Wellbeing – Green Acres School
 - Physical Education – students and staff have been very dedicated to extracurricular activities; increasing physical and emotional health
 - Tell Them From Me Survey – Student Participation in Clubs, Student Participation in School Sports
 - New gym – construction starts in April.

Divisional Initiatives:

- Administrative and Statistical Information:
 - Suspensions
 - Suspension Report – Semester One – 2015/2016
 - EAL Enrolment Update as of January 31, 2016
- Correspondence
 - Two (2) letters received from James Allum, Minister of Education and Advanced Learning

Trustees asked questions for clarification regarding grade 9 math courses.

Dr. Ross – Mrs. Bowslaugh

That the February 22, 2016 Report of Senior Administration be received and filed.

Carried.

3.02 Communications for Information

3.03 Announcements

- a) Facilities & Transportation Committee Meeting – 11:30 a.m., Tuesday, February 23, 2016, Boardroom.
- b) Education Committee Meeting – 11:30 a.m., Thursday, February 25, 2016, Boardroom.
- c) Finance Committee Meeting – 1:00 p.m., Thursday, February 25, 2016, Boardroom.
- d) Special Board Meeting – Public Presentations re: Proposed 2016-2017 Budget – 7:00 p.m., Monday, February 29, 2016, Boardroom.
- e) NEXT REGULAR BOARD MEETING – Final Approval of 2016-2017 Budget - 7:00 p.m., Monday, March 7, 2016, Boardroom.

Mr. Kruck – Mr. Buri

That the Board do now resolve into Committee of the Whole In-Camera. (7:39 p.m.)

Carried.

IN COMMITTEE OF THE WHOLE IN CAMERA**4.00 IN CAMERA DISCUSSION:****4.01 Student Issues****- Reports**

- a) Trustee Kruck provided information on a Student matter.

- Trustee Inquiries**4.02 Personnel Matters****- Reports**

- a) Confidential #1 – Personnel Report was presented.
- b) The Secretary-Treasurer provided information on a Personnel matter.

- Trustee Inquiries**4.03 Property Matters/Tenders****- Reports****- Trustee Inquiries****4.04 Board Operations****- Reports**

- a) Trustee Sefton provided information on a Board Operations Matter.

- Trustee Inquiries

Mr. Buri – Ms. Bambridge

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

Carried.

21/2016 Mr. Sumner – Mr. Bartlette

That Confidential #2 and the appointment therein be officially recorded.

Carried.

5.00 ADJOURNMENT

Mr. Buri – Mr. Bartlette

That the meeting does now adjourn (8:00 p.m.)

Carried.

Chairperson

Secretary-Treasurer



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 7:00 P.M., MONDAY, FEBRUARY 29, 2016.

PRESENT:

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

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

Senior Administration: Mr. Mathew Gustafson, Assistant Superintendent, Ms. Eunice Jamora, Assistant Secretary-Treasurer.

REGRETS:

Dr. D. M. Michaels, Superintendent, Mr. G. Malazdrewicz, Assistant Superintendent, Ms. B. Switzer, Director of Human Resources.

CALL:

The Chairperson called the meeting to order at 7:00 p.m. and referred to the Call.

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

- a) Public Budget Feedback Presentations

The following individuals made presentations regarding the proposed 2016-2017 Budget:

- 1) Ms. Alison Johnston, President, Brandon Teachers' Association, provided a submission on behalf of the Division's teaching staff. She began her presentation by noting that this is the third submission she has made at the Board table and that the President position comes with some "budget deliberation" experience. Ms. Johnston confessed to being confused with some of the information shared with Trustees. She spoke on the Preliminary Budget discussion document shared with Trustees citing a pupil/teacher ratio for the Division of 12.8 in comparison to the provincial average of 13.1. Ms. Johnston noted that, upon inquiry as to how many more teachers did Brandon School Division have 'over' this provincial average, the response of 14.6 was provided.

Ms. Johnston wondered what the point was in sharing that statistic and that it couldn't be to have the taxpaying public believe that class sizes in Brandon have an average of 13 students. Ms. Johnston added that she has been an employee of the Brandon School Division since 1989 and noted that in that time, just once has she had a class of 20 students or under.

Ms. Johnston stated that she spent time reviewing the FRAME 2015-2016 document and explained what she learned regarding the Pupil/Regular Instruction Teacher ratio and Pupil/Educator ratio. She noted that the calculation using this ratio would suggest that the Division would need to hire 14 frontline classroom teachers to reach the provincial benchmark of 16.7. Ms. Johnston noted that there are initiatives that are paid for by the public, including HALEP, Reading Recovery, Early and Middle Years literacy, etc.

Ms. Johnston quoted comments made by the Chair during the budget deliberations regarding Educator Ratio and wondered why the focus was on only one ratio and not both. She added that the Chairman's proposal of a reduction of 9 teaching staff would save the Division approximately \$800,000 in salaries and benefits. Ms. Johnston asked the Trustees: How do you cut established programs where a clear need has been identified for our students? And further, how do you choose which program to eliminate? What is the human cost for the students impacted by the decision?

Ms. Johnston made some observations regarding class size numbers and indicated that a cynic may logically query whether the current Divisional trend of multi-age classrooms is truly about pedagogy or merely a way to save having to hire two additional classroom teachers. She spoke on K-8 class size data, which notes that 64% of the classrooms have 21 students or more compared with 52% from the year before. She added that the high school statistics are even more telling with 127 classes having 26 students or more, which is 15 more classes than the year before.

Ms. Johnston stated that she has directed more teachers this year than ever before to Board Policy 5012 J – "Personal Leave of Absence for Professional Staff", noting the prime reason given for wanting to explore this leave is that the teacher wants to examine whether the workload with teaching can be a life-long career for them. She noted that Trustees on the Teacher Liaison Committee were informed at a meeting before Christmas break that the number of teachers requesting assistance through the Manitoba Teachers' Society Early Intervention program has increased dramatically throughout the province this year and Brandon School Division has not been immune from this trend.

Ms. Johnston concluded her presentation by emphasizing that the impact of a teacher reduction would not just be on the Division's bottom line, but it would also have a human impact and noted an increase in sick time costs from the previous year. She stated that if Trustees decide to implement the Chairman's proposal, that would make a grand total of 20 teaching positions that have been cut from the teacher complement in the past three budgets and asked how can this make sense?

The Chairperson thanked Ms. Johnston for her presentation.

- 2) Mr. Jamie Rose, President of CUPE Local 737, spoke on behalf of support staff members at the Brandon School Division. He thanked the Board for holding these important consultations on the 2016 budget. Mr. Rose stated that this budget presents numerous new and expanding programs that he believes should be applauded, adding that in addition to a new school, the Board is considering expanding full day Kindergarten as well as supporting the Off-Campus programs and providing support to Indigenous students. Mr. Rose added that the Division is also investing resources into initiatives that address bullying in our schools – an issue that is not found in Brandon alone, and he applauds efforts to ensure the safety of the Division's students.

Mr. Rose spoke to the placement of video cameras on school buses. As a bus driver himself, Mr. Rose knows and understands the importance and value of safety on our buses, and drivers are

often put in situations where they have to address an incident on the bus, while at the same time operate the vehicle safely. He stated that this is the greatest challenge as a bus operator and that it doesn't have to be that way. Mr. Rose stated that installing cameras inside the buses will do very little to relieve this stress on drivers. He added that a camera will not capture instances of bullying or vandalism and will not reduce the impact incidences may have on drivers.

Mr. Rose indicated the resources would be better used by placing monitors on the buses, rather than cameras, as having another adult on the bus would provide immediate security for the driver, and would be able to address issues in real time, rather than after the fact. He added that having a monitor on the bus would act as a stronger deterrent than a camera, and would be able to intervene on the spot to diffuse any situation.

While Mr. Rose agrees with cameras to capture vehicles failing to respect the bus stop-arm, cameras inside the bus will not achieve the intended results presented by the Division.

Mr. Rose applauded the Division for investing in filling 10 Educational Assistant positions in the upcoming year as they provide increasingly valuable services in the classroom and to the teacher and are crucial in providing care and support to students with the most needs.

Mr. Rose indicated that CUPE is pleased to see additional funding being allocated to Professional Development for support staff and thanked the Human Resources Department, Senior Administration and Trustees for providing the February 26 Professional Development Day. He noted this was well received and supported by the Local 737 Members.

Mr. Rose commented on the proposal to allocate \$150,000 to an external body to review the Job Evaluation Process, adding that past practice is to hold a Joint Job Evaluation process with the union and the employer. He noted that CUPE National has resources for a Job Evaluation process, which the Union would like to explore at a fraction of the cost or no cost.

Speaking on the budget as a whole, Mr. Rose noted that Local 737 is proud that the provincial government has consistently provided funding increase to support education in Brandon, which is key to the success of the students.

In closing, Mr. Rose noted that everyone cares about the quality of education the students receive and believes in the value of the wonderful School Division.

Trustee Bowslaugh noted that she found the information on bus cameras very interesting and wondered if all the bus drivers had been questioned regarding this topic. Mr. Rose responded that the majority of drivers feel a monitor is required on the bus. Trustee Kruck asked if the monitors are not an option, would the drivers want the cameras or not? Mr. Rose responded that the cameras would be awesome if that is all that is available. Trustee Sumner asked how many buses are in need of monitors to respond to incidents on buses. Mr. Rose responded that five (5) buses need monitors.

The Chairperson thanked Mr. Rose for his comments.

- 3) Mr. Jordan Ludwig, Chair of the Brandon Chamber of Commerce, introduced himself and noted that the Brandon Chamber of Commerce is a not-for-profit organization that represents over 600 member business in the community and also lobbies on behalf of all businesses and those taxpayers that do not have a voice. Mr. Ludwig thanked the Board for the opportunity to provide input on the Brandon School Division's 2016-2017 Budget as proposed and added that the

Chamber appreciates the information provided through the Division's website, through public consultations and stakeholder meetings between the Chamber and the Division. Mr. Ludwig noted that the Chamber is champions of the Brandon School Division, champions of education, and champions of a highly skilled workforce. He noted that a quality education positively impacts the future prosperity and success of our city. Mr. Ludwig stated that right now, the business taxpayer is telling the Brandon Chamber of Commerce that they have had enough and notes that the math shows that there was a 21.3% increase in the education portion of property taxes from 2011 to 2015. He stated this does not account for the proposed increase of 5.4% as proposed in the 2016-2017 Budget; this is out of step with inflation and Division expenditure per pupil is growing year over year.

Mr. Ludwig indicated that Manitoba is below average in math, science and reading skills when compared to the rest of Canada. He indicated that the Brandon Chamber of Commerce remains focused on outcomes and asks for a reprioritization of spending, focused on improving Manitoba's ranking in core competencies of math, science and reading skills. Mr. Ludwig recognizes that these are Provincial averages and not a direct comparison of the Brandon School Division but he feels the Chamber's message still holds weight. He noted that the Chamber understands that some of the Division's budget woes come from provincial funding levels, and that 85% of the Brandon School Division budget is spent on salary and wages. Mr. Ludwig acknowledged that the Division has little or minimal control over what a teacher makes as the Division needs to remain competitive and teachers need to have reasonable compensation for their contributions to help educate our children. He stated that making sure that every dollar is spent effectively, efficiently and with an eye to ensuring that students are excelling in core competencies.

Mr. Ludwig indicated that the Brandon Chamber of Commerce values their working relationship with the Brandon School Division, and views the Division as an important partner in ensuring the common goals for students in the community are met. He added that the economic climate is forcing us all to do more with less, and that it's important that the School Division has the best interests of the local taxpayer in their heart and considers their ability to pay.

In closing, Mr. Ludwig stated that the Chamber of Commerce urges the Division to please revisit the budget, make hard decisions on eliminating things they can do without so that Brandon can remain an affordable place to live, work and raise a family. He commended the Board on their hard work and noted it is not an easy job.

Trustee Sefton thanked the Chamber for being champions of the School Division and noted he appreciates the Chamber's support.

Trustee Sumner asked if there is any specific feedback for the Board regarding the budget. Mr. Ludwig responded that the Chamber has not gone through the budget line by line as they don't have inside knowledge and full understanding of the budget. He would like to see the increases more in line with inflation, and noted that due to the economic climate not everyone in our community has a lot to spare right now. He added that as long as the Board remains cognizant of that fact when the Trustees take another look at the budget, that would be somewhere reasonable to fall.

Trustee Bowslaugh spoke on the property tax carryover and asked Mr. Ludwig to comment on this amount. Mr. Labossiere, Secretary-Treasurer, provided the 2015-2016 carryover amount which was 3.74%. Mr. Ludwig responded that he knows that while the Division is tied on the 3.74%, there is still 1.74% in there that may still have some wiggle room on and encourages a hard eye when taking another look at the budget.

The Chairperson thanked Mr. Ludwig for his presentation and comments.

- 4) Ms. Becky Rystephanuk, parent, representing King George School, spoke on the importance of full day Kindergarten and the strong foundation it will build for the children. She noted with EDI scores low, full day Kindergarten would improve this. Learning through play is a sentence she often hears in the Kindergarten classroom. She added that through play children learn trust, empathy, and will demonstrate a willingness to take responsibility. When students have a purpose, they are motivated to read and write - even asking questions is an important skill to develop. Ms. Rystephanuk indicated that through play-based learning, and small group instruction, the children will engage in healthy physical activities and develop socially and emotionally through interaction with their friends and the educators who guide them. She stated that when King George School offered all day Kindergarten in 2013-2014, it proved to be quite successful and the students' readiness for grade 1 was more primed.

Ms. Rystephanuk asked that the Board please consider this investment in early childhood education and give the students the best head start possible. She added that full day Kindergarten will be helping the youngest learners develop the valuable skills that will give them every opportunity to succeed. She indicated that while the majority of the Board of Trustees are in favour, she attended the meeting to convince for a full vote. She concluded by stating that "the time is now, the results are in our favour, let's put our children first, it will be worth it".

The Chairperson thanked Ms. Rystephanuk for her comments.

- 5) Ms. Danielle Carriere, representing Valleyview Centennial School, agreed with everything that Ms. Rystephanuk said and indicated that both schools need full day Kindergarten. She stated that the children need it and added that she has a child who will be going to Valleyview in 2 years and asked that the Board please keep this item approved.

The Chairperson thanked Ms. Carriere for her comments.

Trustee Sefton thanked everyone for coming and speaking to the Board regarding the budget. On behalf of those who spoke, thank you to the support systems that were in attendance. We appreciate you taking the time to share your thoughts with the Board. The next steps are at the Monday, March 7 Board meeting, where the budget will be approved. He indicated that there will likely be some amendments and debate around the Board table, but by the end of meeting there will be a budget which has to be submitted to the Province by March 15.

Mr. Buri – Dr. Ross

That the meeting do now adjourn (7:37 p.m.).

Chairperson

Secretary-Treasurer



BRANDON SCHOOL DIVISION

Personnel Committee Minutes

Thursday, February 18, 2016 – 10:00 a.m.
Boardroom, Administration Office

Present: J. Murray (Chair), S. Bambridge L. Ross.
D. M. Michaels, D. Labossiere.

Regrets: M. Gustafson, B. Switzer.

1. CALL TO ORDER

The Personnel Committee Meeting was called to order at 10:05 a.m.

2. APPROVAL OF AGENDA

The agenda was approved as circulated.

3. REVIEW OF COMMITTEE MINUTES

The Committee Minutes of December 15, 2015 were received as information.

4. COMMITTEE GOVERNANCE GOAL ITEMS

NIL

5. OTHER COMMITTEE GOVERNANCE MATTERS

A) Personnel Matters – In-Camera Discussions

The Superintendent provided information on two (2) Personnel matters and answered questions.

B) Personnel Matter – In-Camera Discussion

The Secretary-Treasurer provided information on a Personnel Matter and answered questions.

6. OPERATIONS INFORMATION

The Committee received as information the following:

- MSBA Collective Bargaining Update:
 - February 5, 2016
- MSBA – CPI, Unemployment Rate, Regional Trends update.
- MSBA Salary Bulletins regarding:
 - Winnipeg School Division (Teachers)
 - DSFM (Aides, Custodians, Librarians, Clerical, Mechanics)
 - Seven Oaks School Division (Secretarial, Library Technician & Wayfinders Program)
 - River East Transcona School Division (EAs, CUPE - Clerical)

- Pine Creek School Division (Teachers)
- Turtle Mountain (Teachers)
- South West Horizon (Teachers)
- Louis Riel (CUPE, EAs)

8. **NEXT SCHEDULED COMMITTEE MEETING: Tuesday, February 22, 2016, 10:00 a.m., Boardroom.**

The meeting adjourned at 10:55 a.m.

Respectfully submitted,

J. Murray, Chairperson

L. Ross

S. Bambridge

G. Kruck (Alternate)



BRANDON SCHOOL DIVISION

Policy Review Committee Minutes

Thursday, February 18, 2016, 12:00 p.m.
Boardroom, Administration Office

Present: P. Bartlette (Chair), S. Bambridge, K. Sumner,
M. Sefton (Alternate).
Dr. D. M. Michaels, Mr. D. Labossiere.

1. CALL TO ORDER:

The Policy Review Committee Meeting was called to order at 12:20 p.m.

2. APPROVAL OF AGENDA

Trustee Bambridge noted she had one item to add to the agenda.

Trustee Sumner noted he had one item to add to the agenda.

The Committee agenda was approved as amended.

3. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Minutes of January 21, 2016 were received as information.

4. COMMITTEE GOVERNANCE GOAL ITEMS

A) Policy #1022 – Aboriginal Education Advisory Committee

The Committee reviewed and discussed the updates to Policy #1022 – Aboriginal Education Advisory Committee, as some of the Committee information had been overlooked when the policy was recently updated.

Trustees discussed the term “Aboriginal” and “Indigenous”. It was agreed that Kevan Tacan, the Division’s Native Elder, will be contacted to ensure proper language use. The Committee is recommending that the Education Committee review the goals of the Aboriginal Advisory Committee and identify timelines for these goals.

It also came to the attention of the Committee that there are several policies that refer to the “Associate Superintendent”, and require updating of the title to the “Assistant Superintendent”.

Recommendation:

#1

That Policy Procedures 1022 – “Aboriginal Education Advisory Committee” be rescinded and replaced with Policy 1022 – “Aboriginal Education Advisory Committee”.

#2

That Senior Administration be authorized to change the title “Associate Superintendent” to “Assistant Superintendent” in all Brandon School Division policies.

5. OTHER COMMITTEE GOVERNANCE MATTERS

A) Home School Liaisons (HSL) – Transporting Students

Trustee Bambridge spoke to this item and noted that HSL tasks vary from school to school. She indicated that the HSL's are transporting students to and from homes, due to illness, etc., and are driving alone to and from schools. Trustee Bambridge stated there is a safety issue with this practice and policy needs to reference this matter.

Dr. Donna Michaels, Superintendent, spoke on the need for cleanup and conversation around this matter and suggested requesting feedback from the HSL's. Dr. Michaels added that this is a Health & Safety concern.

The Committee agreed to forward this matter to the Personnel Committee to define the position description, as this will clarify the expectations of our staff.

B) Policy 1007.5 (F) – External and Internal Student Media Release Form

Trustee Sumner spoke on a parent concern regarding this policy. The parent had not given permission for their child on the External and Internal Student media release form. The school administrator had interpreted this to mean that the child's artwork would not be allowed to be placed on the wall in the school hallway, which the parent thought should be allowed. The Committee discussed this matter and suggest Senior Administration speak with school administrators to ensure they are aware of the policy and to clarify its intended use. This matter was referred to Senior Administration.

C) Public Health Policy

Trustee Bambridge spoke on the lice issue and referenced an article on the Manitoba Public Health website. She asked if the Division requires something in policy that refers to lice. The Committee agreed that the Division should be following Public Health policies. Dr. Michaels noted that students are periodically sent home depending on infestation and direction should be given to school Principals regarding this issue.

6. OPERATIONS INFORMATION

7. **NEXT MEETING: Thursday, March 14, 2016, 12:00 p.m., Boardroom**

The meeting adjourned at 1:14 p.m.

Respectfully submitted,

P. Bartlette, Chair

S. Bambridge

K. Sumner

M. Sefton (Alternate)



BRANDON SCHOOL DIVISION

Facilities/Transportation Committee Minutes

Tuesday, February 23, 2016 – 11:30 a.m.
Boardroom, Administration Office

Present: G. Buri (Chair), G. Kruck, J. Murray, M. Sefton.
D. Labossiere, G. Malazdrewicz, M. Clark, R. Harkness.

1. CALL TO ORDER.

The Facilities & Transportation Committee Meeting was called to order at 11:34 a.m.

2. APPROVAL OF AGENDA

Trustee Kruck added one item for a future agenda.

The Secretary-Treasurer noted he had one item under Operations Information.

The agenda was approved as amended.

3. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Minutes of January 19, 2016 meeting were received as information.

5. COMMITTEE GOVERNANCE GOAL ITEMS

A) School Bus Purchase

Mr. Denis Labossiere, Secretary-Treasurer, spoke to this item and provided last year's and this year's bus prices for comparison. He noted there was a 3.9% price increase on propane buses with the cost in 2015 at \$136,602 and the price for 2016 at \$141,956 (including taxes). Propane bus prices are \$4,700 more than diesel bus prices (last year the difference was \$18,800). Mr. Labossiere indicated that the Division needs to buy 3 buses for next year. Mr. Ron Harkness, Supervisor of Transportation, added that the fuel savings with the propane buses are lower this year than previous years when compared with the diesel buses, but the maintenance costs are substantially lower on the propane buses.

Trustees asked questions for clarification regarding driver feedback and whether there have been any safety issues with the propane buses.

The Committee agreed to proceed with the purchase of three (3) propane buses for the 2016-2017 school year.

RECOMMENDATION:

That the Division purchase three (3) propane powered school buses for the 2016-2017 school year as part of the 2016-2017 School Bus Tender Purchase.

B) Policy 9030 – Replacement of School Buses

The Secretary-Treasurer spoke to this matter and reviewed the Policy, stating that the Division now has forty-one (41) buses with thirty-two (32) on bus routes and two (2) additional bus routes tentatively approved in the 2016-2017 budget. He indicated that in the future the Division will need to buy more than three (3) buses due to the twelve (12) year replacement schedule, which requires the Policy to be changed. Mr. Labossiere does not recommend having an amount for the cost of buses listed on the policy due to price

changes each year. The Committee agreed to the recommended Policy changes. A giving of notice regarding the proposed Policy changes will be brought forward at the March 7, 2016 Board Meeting.

C) New School – Enrollment Forecast

Mr. Greg Malazdrewicz, Assistant Superintendent, reviewed the Brandon School Division Enrolment Forecast Summary Document and noted that PSFB has asked for further information to assist with determining the capacity of the new school. Current projections indicate that the minimum capacity of the new school should be 400 students. The Secretary-Treasurer added that the Division is asking for the new school to have a core capacity to accommodate up to 500 students as this will allow for expansion in the future. Mr. Malazdrewicz indicated that the Public Schools' Finance Branch has acknowledged this request and that they are looking at other ancillary requests.

6. OTHER COMMITTEE GOVERNANCE MATTERS

A) Land Use Agreement – Hummingbird Community Gardens

Mr. Mel Clark, Director of Facilities and Transportation, spoke to this item. Trustees asked questions for clarification regarding the land, including property taxes and zoning. Mr. Labossiere indicated that the property taxes for 2015 were \$26,389, based on an assessment of \$906,700:

- \$10,408 – Municipal Taxes
- \$ 9,138 – School Division Taxes
- \$ 6,842 – Provincial Education Support Levy

The Committee discussed approaching the City of Brandon regarding a possible grant in lieu for the municipal portion of the property taxes.

The Committee recommended that another three (3) year agreement be drafted for permission to use the land for community gardens and also for the Board to continue to engage in ongoing conversation with the City of Brandon with regard to the tax status of this property or a grant in lieu of.

RECOMMENDATION:

That a three (3) year land use agreement for community garden use of the property located at 5 Hummingbird Lane be approved effective April 1, 2016, and that the Board continue to engage in ongoing conversation with the City of Brandon with regard to the tax status of the land or a grant in lieu of.

B) 2016-2017 Public Schools Capital Support Program

Mr. Labossiere provided an update on the 2016-2017 capital projects that have been approved or are being considered for approval by PSFB:

- Vincent Massey High School – Steam heating system replacement
- Meadows School – Foundation waterproofing at boiler room
- École New Era School – Grooming room

C) 2016-2017 Public School Major Capital Support Program

Mr. Labossiere reviewed the letter and attachments from James Allum, Minister of Education and Advanced Learning. He noted that PSFB is requesting preliminary proposals that meet the criteria for each new instructional renewal program and that they would like this information by February 29, 2016. The final proposals are to be submitted to the PSFB by June 30, 2016.

The Committee discussed submitting proposals for:

- Crocus Plains Kitchen Exhaust Fan and Ductwork replacement;
- Crocus Plains Culinary Arts kitchen classroom;
- Window and Door Replacement at several schools;
- Neelin Performing Arts facility/student multipurpose area;
- Crocus Plains Welding Shop addition/expansion.

7. OPERATIONS INFORMATION

- Motor Carrier Division – Disposition Order MB 16/017
Mr. Harkness spoke on the this audit, which is performed every five (5) years to ensure the Division is complying in regards to driver files, vehicle maintenance, etc. He noted that the Division received a glowing report and meets the Motor Carrier Division standards.
- Facilities Project Update – Mr. Clark provide updates on the following:
 - Green Acres Gymnasium
 - Earl Oxford Heating System
 - New Bus Bays at the Maintenance Building
- ACC – Facility Condition Assessment Update:
 - Mr. Labossiere indicated that the report has been further delayed by the consultant and is expected in 1 ½ to 2 weeks.
- Mr. Labossiere spoke on a Board of Reference hearing in Souris on Monday, February 29, 2016 that he will be attending. He indicated the landowners would like to transfer their land to Brandon School Division from the Southwest Horizon School Division, and that the parents are looking to enroll their children at either École New Era School or Meadows School.

8. NEXT REGULAR MEETING: Tuesday, March 22, 2016, 11:30 a.m., Boardroom

The meeting adjourned at 12:35 p.m.

Respectfully submitted,

G. Buri, Chair

G. Kruck

J. Murray

P. Bartlette (Alternate)



BRANDON SCHOOL DIVISION

Education Committee Minutes

Thursday, February 25, 2016 11:30 a.m.

Boardroom, Administration Office

Present: S. Bambridge (Chairperson), P. Bartlette, G. Buri,
P. Bowslaugh (Alternate).
M. Gustafson.

1. CALL TO ORDER:

The Education Committee Meeting was called to order at 11:32 a.m.

2. APPROVAL OF AGENDA

Trustee Bartlette noted he had one item to add to the agenda.

Trustee Bowslaugh noted she had three items to add to the agenda.

The agenda was approved as amended.

3. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Committee notes from the Thursday, January 29, 2015 Alexander School Visit were received as information.

4. COMMITTEE GOVERNANCE GOAL ITEMS

A) Research the Implementation of Year-Round Schooling

Researching the implementation of year-round school was discussed and the Committee noted some of the following questions surrounding the idea:

- Who is doing year-round schooling?
- What are the benefits?
- What has occurred in other places?
- What is happening today?
- What changes occurred as a result of year-round schooling?

Mr. Gustafson, Assistant Superintendent, asked for more guidance and specifics from the Committee to direct his research and noted that in a 2011 study, 3000 schools in the US were using a year-round schooling model, and in a 2009 study, 100 schools in Canada were using a year-round schooling model. The Committee requested that Mr. Gustafson provide research on the following:

- Current existing year-round schooling models;
- The year-round schooling implementation process;
- The impact on student learning;
- Cost implications.

Mr. Gustafson noted that he would research literature available and that this would be fairly comprehensive. He stated he can provide the information by the end of this year or early next year.

Trustee Bambridge asked that a synthesis of data, in a report, be brought back to the Education Committee next fall, focusing on Canadian models. Mr. Gustafson indicated that he would report on the Canadian models, but that most of the research found will likely come from the United States.

B) Summary of 2015-2016 Professional Development Opportunities for Teachers of Arts Curriculum

The Committee reviewed the 2015/2016 Professional Development Opportunities for Teachers of Arts Curricula document provided by Mr. Gustafson. Trustees asked questions for clarification. The shortage of substitute teachers was discussed.

5. OTHER COMMITTEE GOVERNANCE MATTERS

A) Sub-Committee Reports

Brandon Community Drug and Alcohol Education Coalition

Trustee Bartlette provided a verbal report from the February 25, 2016 meeting.

Friends of Education Fund

Trustee Buri noted that there is nothing to report as the next meeting occurs in April.

6. OPERATIONS INFORMATION

Additional Agenda Items

Graduation Rates

Trustee Bartlette spoke on the graduation rates and noted that the general public has a misunderstanding of the graduation rate due to the ways it is calculated. Mr. Gustafson added that the definition of successful graduation is important in calculating grad rates.

Example:

- a) the day you start grade 9 to the day you complete grade 12 – totaling four years; or,
- b) you achieve 30 credits.

The Committee discussed drop-outs and those students with special needs and how they are calculated into the graduation rate. Trustee Bartlette wants clarity with the public, and feels the Division has a responsibility to be clear.

Mr. Gustafson will bring the current definition used to calculate the graduation rate in Brandon School Division, and research information on how the Province tracks this information. Mr. Gustafson will bring definitions and information to the next Education Committee meeting.

Music Teacher – Spring Valley School

Trustee Bowslaugh spoke on the request for a music teacher at Spring Valley School. Discussion took place on contacting the Colony to find out if they would be supportive of this. Mr. Gustafson will refer this to Mr. Greg Malazdrewicz, Assistant Superintendent.

Joy Smith Foundation

Trustee Bowslaugh spoke on information boards that Joy Smith has available regarding predators in the sex trade and noted the schools may want them inserted in health studies, etc.

Student Feedback

Trustee Bowslaugh received feedback from a student regarding the suggestion that anti-bullying posters be put up in the schools. The student indicated that no students will look at them, and that lots

of students have anxiety and depression and that it would be better to find ways to deal with that. Mr. Gustafson will pass this information along to Mr. Malazdrewicz and the student services group.

7. NEXT REGULAR MEETING: Thursday, March 24, 2016, 10:00 a.m., Boardroom.

The meeting adjourned at 12:51 p.m.

Respectfully submitted,

S. Bambridge, Chair

P. Bartlette

G. Buri

P. Bowslaugh (Alternate)



BRANDON SCHOOL DIVISION

Finance Committee Minutes

Tuesday, March 1, 2016, 12:00 p.m.
Boardroom, Administration Office

Present: K. Sumner (Chair), L. Ross, M. Sefton, P. Bowslaugh (Alternate)
G. Malazdrewicz, D. Labossiere, E. Jamora
Regrets: D. Michaels

1. CALL TO ORDER:

The Finance Committee Meeting was called to order at 12:32 p.m. by Committee Chair Kevan Sumner.

2. APPROVAL OF AGENDA

The Finance Committee Agenda was approved as circulated.

3. REVIEW OF COMMITTEE MINUTES

The Minutes of the Committee meeting held January 28, 2016 were received as information.

4. COMMITTEE GOVERNANCE GOAL ITEMS

5. OTHER COMMITTEE GOVERNANCE GOAL ITEMS

A) Confirm Payments of Account (January)

The payments of account for the month of January were accepted as circulated.

B) Review Monthly Reports (January)

The Secretary-Treasurer reviewed the monthly reports for the month of January with Trustees asking questions for clarification. The reports were accepted as circulated.

The Secretary-Treasurer spoke to an In-Camera matter and answered Trustee inquiries.

6. OPERATIONS INFORMATION

7. NEXT REGULAR MEETING: Thursday, March 24, 2016, 12:00 p.m., Boardroom.

The meeting adjourned at 1:51 p.m.

Respectfully submitted,

K. Sumner (Chairperson)

L. Ross

M. Sefton

P. Bowslaugh (Alternate)

Appendix 'A'

*Linda L. Ross, Ph.D.
14 Magnacca Crescent
Brandon, Manitoba, Canada
R7B 2N9*

Telephone: (204) 724 9687
Email: ross@brandonu.ca

February 28.2016

Board of Trustees
Brandon School Division
1021 6th Street
Brandon, Manitoba
R7A 3R1

Mr. Denis Labossiere
Secretrary Treasurer
Brandon School Division
1021 6th Street
Brandon, Manitoba
R7A 3R1

Dear Board Members and Mr. Labossiere:

This is to advise that I will be taking an unpaid leave of absence from my duties as a Trustee for the Brandon School Division for the period March 20, 2016 – April 19, 2016 inclusive, during this campaign period for the Manitoba provincial election in which I am a candidate. Your consideration in this matter is greatly appreciated.

Respectfully submitted,

Linda L. Ross

cc: Bernadene Sangster
Margaret Richards

Western Manitoba Science Fair



Our Supporters:

Brandon University
Manitoba Hydro
Acc Communications Engineering Technologist Program
Andrews Foot Clinic Award
Assiniboine Community College
Assiniboine Kiwanis
Bee Clean
Brad Newton
Brandon Chamber Of Commerce
Brandon Clinic Medical Corporation
Brandon Emergency Support Team
Brandon Environment Committee
Brandon Fire & Emergency Services
Brandon School Division
Brandon University
Cando Rail Services
Canexus Corporation
Charlee McLaughlin-ventnor
Christie's Office Plus
City Of Brandon
Cliff Cullen - Mia Spruce Woods
Diamond Jubilee (1960) Ch.iode
Don Sumner Memorial Award
Donald Legal Services
Doyle Pivniuk - Mia Arthur-virden
Engineers Geoscientists Manitoba
Fidelity Investments
Flatland Drugs
Healthy Lake Committee Award
Heart And Stroke Foundation Of Manitoba
Koch Fertilizer Canada Limited
Larry Maguire - Mp Brandon-souris
Leech Printing Ltd.
Manitoba Association Of Home Economists
Manitoba Hydro
Prairie West Academy
Reg Helwer - Mia Brandon West
Rotary Club Of Brandon-sunset
Safe Communities Bdn & Area
Samson Engineering
School Of Agriculture And Environment At Acc
Stu Briese - Mia Agassiz
Sunrise Credit Union
The Davis's
Victoria Inn
Westman Communication Group
Wheat City Lions Club

2016 Western Manitoba Science Fair

637 10th Street
Brandon
Manitoba
R7A 4G6
(204) 727 4700
trevor@maguire.ca
www.wmsf.com

Brandon School Division
1031 6th Street
Brandon, Mb.
R7A 4K5

Dear Friend of Science:

This year The Western Manitoba Science Fair is to be held on Tuesday, March 15, 2016 at the Keystone Center. As in years past, your support of this event is critical to ensure that students continue to have the opportunity to develop their science and technology skills.

The WMSF cost of operation is for the most part covered by the student entry fees. It is the donations from the school divisions, corporate and private sponsors, which allows us to provide awards and send students to the Canada Wide Science Fair. Currently the WMSF sends only 3 to 4 students to the Canada Wide Fair, although we are eligible to send up to 6 students. We need your support to give more Southwestern Manitoba youth the chance to be a part of this life changing experience. If you have contributed in the past, we thank you for your much needed support.

If your division would like more information on the Western Manitoba Science Fair or the Canada Wide Fair please feel free to contact me at 204.727.4700. or trevor@maguire.ca

Sincerely,

Trevor Maguire

Western Manitoba Science Fair
Balance Sheet Summary
As of August 31, 2015

	<u>Aug 31, 15</u>
ASSETS	
Current Assets	
Chequing/Savings	<u>5,006.32</u>
Total Current Assets	<u>5,006.32</u>
TOTAL ASSETS	<u>5,006.32</u>
LIABILITIES & EQUITY	
Equity	<u>5,006.32</u>
TOTAL LIABILITIES & EQUITY	<u>5,006.32</u>

Western Manitoba Science Fair

Profit & Loss Standard

September 2014 through August 2015

	<u>Sep '14 - Aug 15</u>
Income	
Contributions Income	
Designated Awards - Corp/Org	2,575.00
Designated Awards - Individuals	200.00
Government	1,500.00
Organization/Corp Sponsorships	500.00
Participant T-shirt Promo	3,475.00
Program Ad	1,699.00
School Divisions	1,400.00
Total Contributions Income	11,349.00
Entry Fees	
Student Entry Fees	9,600.00
Total Entry Fees	9,600.00
Interest Income	21.58
Total Income	20,970.58
Expense	
Administrative Costs	
Advertising/Promotion	42.00
Bank Charges	10.00
Copying/Stationary	265.55
Participant T-shirts	4,463.50
Supplies	224.59
Total Administrative Costs	5,005.64
Awards	
Canada-Wide Sci. Fair	5,920.00
Designated	2,275.00
Trophies	129.67
Total Awards	8,324.67
Operations	
Entertainment	315.00
Facilities	7,414.03
Security	350.00
Total Operations	8,079.03
Total Expense	21,409.34
Net Income	-438.76



BRANDON SCHOOL DIVISION POLICY

Draft Revision –
February 25, 2016

PROCEDURES 1022

ABORIGINAL EDUCATION ADVISORY COMMITTEE

Adopted:

Replaced:

A. Goals of the Aboriginal Education Advisory Committee

1. To provide direction in the success of Aboriginal Students through advice, research and community liaison on:
 - a. Curriculum development;
 - b. Program planning;
 - c. Classroom delivery;
 - d. Guidance and direction;through the Aboriginal Education Learning Specialist.

B. Membership

1. The Committee will consist of 12 to 15 members.
2. Membership shall include:
 - Representatives of various Aboriginal peoples, including, but not limited to: Métis, Dakota, Cree, Ojibway, and Dené;
 - Representatives of various Aboriginal organizations, including, but not limited to: Dakota Ojibway Tribal Council, Manitoba Métis Federation, Brandon Friendship Centre;
 - Representatives of various partner organizations, including, but not limited to: The City of Brandon Police Department; The Dakota Ojibway Tribal Council Police Department; City of Brandon, Brandon Regional Health Authority; Native Studies Department-Brandon University; Child and Family Services;
 - High School Student representatives of Aboriginal background;
 - One (1) Trustee from ~~Divisional Futures and Community Relations~~ **Education** Committee, approved by the Board of Trustees;
 - Aboriginal Education Learning Specialist; and
 - ~~Associate~~ **Assistant** Superintendent of Schools (ex-officio).

C. Term of Membership

1. Membership shall be voluntary;
2. Positions will be one (1) year appointments.

D. Responsibilities of Members

1. Chair (Board of Trustees member)

The duties of the Aboriginal Education Advisory Committee Chair shall include but not be limited to:

- convene, preside and maintain order at the meetings;
- be the official spokesperson for the Aboriginal Education Advisory Committee.

2. Members

The duties of the Aboriginal Education Advisory Committee members shall include but not be limited to:

- acknowledge base from which the Aboriginal Education Learning Specialist can draw information regarding various Aboriginal traditions, culture, language, and history;
- attend the Aboriginal Education Advisory Committee meetings on a regular basis;
- recognize and respect the personal integrity of Aboriginal Education Advisory Committee members, allowing for diverse opinions to be shared;
- recognize and respect the personal integrity and role of the Aboriginal Education Learning Specialist;
- recognize and respect the personal integrity, role and authority of the ~~Associate~~ Assistant Superintendent with respect to leadership and advancement of the Division's mission and vision.

E. Meetings

1. The Aboriginal Education Advisory Committee shall meet every second month during the school year beginning in September. (On election years Board representatives will set a meeting as soon as possible.)
2. Notification of a special meeting date shall occur at least one week prior to the meeting where possible.
3. The Aboriginal Education Advisory Committee meeting reports shall be posted on the Brandon School Division website for public information. Meeting minutes will be provided to the Board of Trustees Education Committee for acceptance.
4. The ~~Associate~~ **Assistant** Superintendent of Schools or designate shall initiate the organization of the first Aboriginal Education Advisory Committee meeting of each school year.

References:

*Policy 6002 – “~~Associate~~ **Assistant** Superintendent of Schools”*

Policy 6039 – “Aboriginal Education Learning Specialist”



BRANDON SCHOOL DIVISION POLICY

Draft Revision –
February 25, 2016

POLICY 9030

REPLACEMENT OF SCHOOL BUSES

Adopted:

School buses shall be replaced at ~~the a rate of up to three (3) units per year with~~ **to maintain** the long term objective of achieving a twelve (12) year retirement age for Brandon School Division schools buses. In order to ensure that there are sufficient funds identified for bus replacement, a minimum of ~~\$225,000.00~~ **three (3) buses at market value** per annum shall be allocated to transportation and be reflected in the annual operating budget.



BRANDON SCHOOL DIVISION

Report of Senior Administration to the Board of Trustees

March 7, 2016

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- III. Secretary-Treasurer
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“Accepting the Challenge”

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

**Dr. Donna M. Michaels
Superintendent of Schools/
Chief Executive Officer**

A. Business Arising for Board Action

I. PRESENTATIONS

II. HUMAN RESOURCES

III. SECRETARY-TREASURER

1. TRUSTEE INDEMNITIES – 2016 MSBA ANNUAL CONVENTION

For Action.....D. Labossiere

As per By-Law 4 – Board Indemnities, any indemnities require approval of the Board of Trustees through a motion before payment will be allowed. Therefore the following motion is being brought forth to the Board of Trustees for approval at the Regular Meeting to be held on March 7, 2016.

RECOMMENDATION:

That the Trustees be paid the appropriate indemnity for attending the Manitoba School Boards Association 2016 Convention to be held March 17 to 19, 2016, at the Delta Inn, Winnipeg, Manitoba.

2. 2016-2017 FINAL BUDGET

For Action.....D. Labossiere

Further to the Budget deliberations at the Special Board Meeting held February 16, 2016, included in the Agenda for the Board's final consideration upon completion of your budget discussions is a motion to finalize the Budget for the 2016-2017 fiscal year and the Special Levy for the 2016 municipal and calendar year.

Attached are revised schedules (Appendix A) with changes directed by the Board at the February 16, 2016 Budget Meeting reflecting net expenditure additions of \$1,674,900 and the Special Requirement increase of \$2,845,500.

These revised schedules and budget totals include an adjustment of \$16,100 for the payroll tax and the offsetting Provincial General Support Grant resulting in no change to the Special Requirement or Special Levy. The following recommendation reflects these changes.

Attached as (Appendix B) are the public presentations that were presented at the Special Board Meeting held on February 29, 2016.

If you have any questions with respect to the foregoing or the attached schedules, please call or have them discussed at the Board of Trustees meeting. This item is referred to Business Arising for discussion.

RECOMMENDATION:

That the Final Budget for 2016-2017 and the 2016 Special Levy be approved as follows:

Total Operating Expenditures	\$ 98,629,500
Total Capital Expenditures	<u>\$ 4,075,300</u>
Total Expenditures	<u>\$102,704,800</u>
2016-2017 Special Requirement	<u>\$ 47,267,334</u>
2016 Special Levy to be raised from Municipalities	<u>\$ 44,396,241</u>

IV. SUPERINTENDENT OF SCHOOLS

V. SENIOR ADMINISTRATION RESPONSE TO TRUSTEE INQUIRIES

B. Administrative Information

I. HUMAN RESOURCES

1. PERSONNEL REPORT

For Information..... B. Switzer

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

II. SECRETARY-TREASURER

1. BUS/VEHICLE ACCIDENT

For Information.....D. Labossiere

Correspondence has been received from the Supervisor of Transportation advising of an accident on Wednesday, February 10, 2016. At approximately 2:40 p.m. Bus 40-19, while on program assignment slid at a very low speed into the back bumper of a stopped vehicle on 18th Street. The driver of the other vehicle at that time thought there was no damage to his vehicle and proceeded without exchanging information as the bump was very minor. The owner of the vehicle has since contacted us stating that there was a little damage. The driver and our staff member have now exchanged information. There were 60 students on the bus at the time of the accident. There were no injuries of any type. There was no damage to the bus. The accident was reported to Manitoba Public Insurance. This is provided as information.

III. SUPERINTENDENT OF SCHOOLS

1. *SCHOOL VISITS (FEBRUARY 11 TO FEBRUARY 24, 2016)*

For Information D. Michaels

School Update Meetings

The following school update meetings were undertaken by Superintendent Michaels during this reporting period:

- February 19, 2016 – Craig Laluk, Principal, École Harrison

School Update Meetings

The following school update meetings were undertaken by Assistant Superintendent Gustafson during this reporting period:

- February 22, 2016 – Michael Adamski, Principal, École secondaire Neelin High School

School Visits

The following school visits were undertaken by Assistant Superintendent Gustafson during this reporting period:

- February 12, 2016 – Betty Gibson School

School Update Meetings

The following school update meetings were undertaken by Assistant Superintendent Malazdrewicz during this reporting period:

- February 11, 2016 – Barbara Miller, Principal, King George School
- February 11, 2016 – Blaine Aston, Principal, Betty Gibson School
- February 16, 2016 – Bruce Shamray, Principal, Vincent Massey High School
- February 23, 2016 – Sandy Harrison, Principal, Valleyview Centennial School

2. *SCHOOL INFORMATION – IMPLEMENTATION OF STRATEGIC PLAN 2014-2017*

For Information D. Michaels

A. ACADEMIC PREPAREDNESS

ACADEMIC PREPAREDNESS AT ÉCOLE NEW ERA SCHOOL

Report prepared by Mr. Phil Vickers, Principal, École New Era School

One of our three year goals at École New Era School is “From June 2015 to June 2017, ninety percent (90%) of grades 1 to 8 students initially reading at a A-X level will demonstrate at least 1-year’s growth in Fountas and Pinnell reading level, with eighty percent (80%) of the students who were initially ‘Not Meeting’ reading level showing more than 1-year’s growth”. This accelerated growth goal will require numerous approaches to be achievable.

One of our approaches to support this goal is our continued implementation of the École New Era School Phonological Awareness Project. This project, created during

the 2014/2015 school year, came in response to the high number of students within the building who were reading below grade level.

Staff explored student data and identified where students were struggling and found many Kindergarten to grade 8 students were struggling with phonological and phonemic awareness skills.

Staff agreed that remediating these skills individually and in small groups was not the most efficient method, rather that teachers can reach a larger numbers of students with differentiated class based activities (in line with Response to Intervention supporting at Tier 1).

In the fall of 2014, Donna Wilson, Speech Language Pathologist and Bonnie Alston, Resource Teacher, worked collaboratively with École New Era School's Kindergarten to grade 2 teachers on strategies for teaching phonological and phonemic awareness skills. The result was a resource document to be used in-house, which identifies:

- what is phonemic awareness and why is it necessary to explicitly teach these skills;
- what is the pedagogy as well as scope and sequences for teaching phonological and phonemic awareness skills; and
- what activities can we use to teach each individual skill and how can we differentiate those activities to meet the diverse needs of a class.

Recognizing that phonological skills are only one piece of the foundation for learning to read, only one piece of a balanced literacy approach, our next step is to begin looking at oral language and guided reading.

B. GLOBAL CITIZENSHIP

GLOBAL CITIZENSHIP AT WAVERLY PARK SCHOOL

Report prepared by Mr. Rick Stallard, Principal, Waverly Park School

Waverly Park School has committed to Global Citizenship as one of their ongoing goals. A committed group of staff has been established to instill the importance and magnitude of working in the 21st century. This group has met twice since the beginning of the year to plan initiatives involving students, staff and the Waverly Park School community. Within the planning, a long term goal has also been focused beginning with numerous activities throughout this given year directed towards Global Citizenship.

Directives targeted to Global Citizenship: Staff are placing emphasis on cultural awareness with a series of presentations within the school. At the beginning of the 2015/2016 school year, the Global Citizenship grant was applied for and received. Receiving the grant allowed an opportunity to further deepen our initiative towards cultural and global needs within the school. The grant money gave opportunity to bring in presenters for the student body. Planning is in process for four different

groups to enter into the school for dance routines or musical presentations. Presenters consist of: Aboriginal drummers, Ukrainian dancers, and Martial Arts demonstrations.

The presenters are sporadically set to engage students and bring new perspectives to students. The presentations will include all grade levels. Once activities have taken place, students will be asked to reflect on presentations, providing feedback for further planning in terms of Global Citizenship.

In terms of further goals related directly to student achievement, data from the Tell Them From Me Survey has been collected, analyzed, and reflected upon with staff. The data collected indicated that ninety two percent (92%) of students from grades 4 to 6 feel they are involved in the community, whereas eighty seven percent (87%) of grades 7 and 8 students feel they have connected with school community activities. By example, this is proven through the large number of students participating in such school programs as the Student Leadership group, Recycling Club, canteen workers, and Youth Revolution participants. Our goal is to continue to increase students' participation rates to an average of ninety percent (90%) from grades 4 to 8.

Waverly Park Community and School continues to strive towards "Riding the Wave" with Global Citizenship!

C. HEALTH AND WELLBEING

HEALTH AND WELLBEING AT ÉCOLE HARRISON

Report prepared by Mr. Craig Laluk, Principal, École Harrison

Students at École Harrison are offered many opportunities to improve their overall health outside of their regular Physical Education classes. We are in the middle of our playoffs for our grade 5 and 6 intramural basketball league, where two of our teachers have volunteered their noon hours two to three times a week to offer basketball to these students who do not otherwise play basketball in Middle Years' athletics in Brandon (as it is only offered at the grade 7 and 8 level). Intramural sports are a significant component of school life for École Harrison students. A running club is beginning this spring and our students have been walking the halls during our indoor recesses.

As our grade 7 and grade 8 students have fewer minutes in the gym than the grade 2 to 6 students, we have arranged for some additional physical education opportunities for them outside of the school to improve exposure to different healthy living options. The students have been skating at the skating oval, will be doing snowshoeing, will be going bowling at Thunderbird Bowl, and will be visiting the Healthy Living Centre walking track at Brandon University.

Our students indicated to our staff in the Tell Them From Me survey that they would like greater access to physical activity in their cluster choices that we timetable on every Day 6. We now have teachers who are leading a yoga cluster, we have a floorball cluster, and we have self-choreographed dance. We also have parents who lead clusters at the running track at Brandon University as well as exposure to curling at the Riverview Curling Club by the Brandon University curling team.

Our students are fortunate that our guidance counselor, Mrs. Jane McCannell, has been trained in Roots of Empathy and is doing this program in one of our grade 2 classrooms and one of our grade 4 classrooms with two different babies. Roots of Empathy is a proven classroom program that has shown a significant effect in reducing levels of aggression among children across our country by raising social-emotional competence and increasing empathy. Many of our students have benefited from this program over the past few years and it has been helpful in our school. The students love getting the visits from the babies!

École Harrison will be taking part in bullying prevention week in early April and are preparing for the Day of Pink as well. Our Y-Revolution students are planning on sharing daily announcements with the students, made posters for our front foyer, and were part of an assembly identifying bullying and how to prevent it. The Y-Revolution students are planning classroom presentations on how bystanders can play a significant role in enabling bullying by doing nothing and to intervene whenever it is appropriate to do so. They will also be working on differentiating between tattling and reporting serious incidents with our younger students.

Student Achievement

Mackenzie Clark, a grade 6 student at our school, has made some significant achievements at our school that have contributed to our wellbeing and our awareness of local causes. His ongoing fundraising for Funds for Furry Friends enabled him to receive the Governor General's Caring Award and he was in the spotlight at We Day in Winnipeg earlier in the year.

3. DIVISIONAL INITIATIVES

For Information..... D. Michaels

A. HEALTH AND WELLBEING

COMMUNITY TOURS

Report prepared by Ms. Veronica Adams, Inter-Agency Articulation Specialist

On Thursday, February 18, 2016, Veronica Adams, Inter-Agency Articulation Specialist coordinated tours for our counsellors. Eight counsellors toured the Elspeth Reid Family Resource Centre, Westman Immigrant Services, the City of Brandon Youth Centre and the Brandon Aboriginal Youth Activity Centre. Staff from each of these facilities shared how they support families and youth in Brandon and provided a guided tour of their facility.

The Counsellors were impressed with the vast array of services offered to families at the Elspeth Reid Family Resource Centre and Westman Immigrant Services. The activities that the City of Brandon Youth Centre and the Brandon Aboriginal Youth Activity Centre provide for youth in our community were important for our Counsellors to be aware of. We will continue to connect with these organizations in order to be able to recommend their services to our families and youth in our school communities.

4. ADMINISTRATIVE AND STATISTICAL INFORMATION

SUSPENSIONS

<u>SCHOOL</u>	<u>NO./STUDENTS</u>	<u>NO./DAYS</u>	<u>REASON</u>
Crocus Plains	3 total	1 – 5 day 1 – 5 day 1 – 5 day	Drug and Alcohol Policy Assaultive Behaviour Unacceptable Behaviour
Earl Oxford	1 total	1 – 4 day	Assaultive Behaviour
King George	1 total	1 – 3 day	Assaultive Behaviour
Neelin	5 total	1 – 3 day 1 – 5 day 2 – 7 day 1 – 15 day	Unacceptable Behaviour Unacceptable Behaviour Drug and Alcohol Policy Weapons

5. COMMUNITY CONNECTIONS

For Information..... D. Michaels

FIRST NATIONS, METIS, AND INUIT STUDIES: BSSAP (BUILDING STUDENT SUCCESS WITH ABORIGINAL PARENTS) – REGIONAL TWO DAY ANTI-RACISM EDUCATION SYMPOSIUM / FEBRUARY 18 AND 19, 2016

Report prepared by Mr. Mathew Gustafson, Assistant Superintendent

Manitoba Education, Advanced Education and Learning Regional Two Day Symposium held at Brandon University used the *Journey from Cultural Awareness to Cultural Competency* training to give school teams including parents, an opportunity to engage in meaningful conversations about racism. Participants rotated through four breakout sessions including the Blanket Exercise, The Gladys Cook Story (Residential Schools), the ABC's of Stereotyping and the Seven Teachings Exercise. There were also opportunities to adjust the schedule to accommodate questions and answers as well as the opportunity to help direct the workshops.

Kevin Tacan was the Elder for the Symposium and participants included staff from six Brandon School Division Schools as well as Divisional specialists. I brought greetings from Brandon School Division and Crocus Plains Regional Secondary School catered the meals.

WALKING WITH OUR SISTERS PIPE CEREMONY / FEBRUARY 19, 2016

Report prepared by Mr. Kevin Tacan, Aboriginal Elder, Brandon School Division

Following the opening remarks from Assistant Superintendent Gustafson, participants in the Regional Anti-Racism Education Symposium attended the Walking With Our Sister Pipe Ceremony. Walking With Our Sisters is an organization that works to bring awareness to the many murdered and missing Indigenous women through the display of over eighteen hundred (1800) pairs of moccasin uppers. Each pair of uppers represents one missing or murdered indigenous woman. The Pipe Ceremony is a sacred event that opened up the display. The ceremony calls for peace and for all of creation to come together in a balance that allows all to ground themselves with our natural life forms. It was truly an honour to see our School Division representatives attend and take part in this ceremony.



"Accepting the Challenge"

Financial Budget

2016-2017

March 7, 2016

**BRANDON SCHOOL DIVISION
BUDGET TOTALS
2016-2017**

	<u>Operating Expenses</u>	<u>Capital Expenses</u>	<u>Total Expenses</u>	<u>Special Requirement</u>	<u>Special Levy</u>
2016-2017 Budget	\$ 98,629,500	\$ 4,075,300	\$ 102,704,800	\$ 47,267,334	\$ 44,396,241
2015-2016 Budget	\$ 93,025,700	\$ 3,458,900	\$ 96,484,600	\$ 44,421,834	\$ 41,542,953
Increase (Decrease)	<u>\$ 5,603,800</u>	<u>\$ 616,400</u>	<u>\$ 6,220,200</u>	<u>\$ 2,845,500</u>	<u>\$ 2,853,288</u>
	6.0%	17.8%	6.4%	6.4%	6.9%

COST PER PUPIL

	<u>Total Expenses (1)</u>	<u>Funding Of Schools Program</u>	<u>K-12 F.T.E. Enrollment</u>	<u>Expenses Per Pupil</u>	<u>Funding Per Pupil</u>
2016-2017 Budget	\$ 98,113,200	\$ 48,204,100	8,347.0	\$ 11,754	\$ 5,775
2015-2016 Budget	\$ 92,513,400	\$ 45,805,400	8,167.5	\$ 11,327	\$ 5,608
2014-2015 Actual	\$ 86,251,333	\$ 43,819,156	8,056.0	\$ 10,706	\$ 5,439
2013-2014 Actual	\$ 83,622,829	\$ 42,312,332	8,000.5	\$ 10,452	\$ 5,289
2012-2013 Actual	\$ 80,151,366	\$ 39,219,907	7,848.5	\$ 10,212	\$ 4,997
2011-2012 Actual	\$ 73,052,265	\$ 35,360,890	7,609.0	\$ 9,601	\$ 4,647
2010-2011 Actual	\$ 67,214,318	\$ 33,790,734	7,393.0	\$ 9,092	\$ 4,571
2009-2010 Actual	\$ 62,939,676	\$ 32,055,441	7,056.0	\$ 8,920	\$ 4,543

(1) Operating fund transfers (i.e. payments to other school divisions, organizations and individuals) are excluded to provide more accurate per pupil costs. Also excluded are expenditures on educational services not provided to K-12 pupils: Function 300 (Adult Learning Centres) and Function 400 (Community Education and Services).

**BRANDON SCHOOL DIVISION
CAPITAL BUDGET
2016-2017**

	<u>2015-2016 Budget</u>	<u>2015-2016 Forecast</u>	<u>2016-2017 Budget</u>
<u>REVENUE:</u>			
Provincial Government			
Debt Servicing	\$ 2,644,900	\$ 2,838,200	\$ 2,888,200
Transfers			
From Operating	814,000	814,000	998,400
From Reserves	-	-	188,700
Grants & Reserves	-	-	-
Long Term Debt	-	-	-
TOTAL REVENUE	<u>\$ 3,458,900</u>	<u>\$ 3,652,200</u>	<u>\$ 4,075,300</u>
<u>EXPENSES:</u>			
Debt Servicing			
Debenture Debt Interest	\$ 1,144,800	\$ 1,232,900	\$ 1,253,900
Debenture Debt Principal	<u>1,554,600</u>	<u>1,659,800</u>	<u>1,634,300</u>
	\$ 2,699,400	\$ 2,892,700	\$ 2,888,200
Capital Assets & Allocations			
Core Switching Environment	\$ 97,000	\$ 97,000	\$ -
Crocus Plains Kitchen Exhaust & Ductwork	-	-	54,500
Maintenance Garage - Additional Bus Bays	100,000	100,000	100,000
Security Enhancements (Cameras & Card Access)	208,000	208,000	208,000
Van for Electrician	<u>405,000</u>	<u>405,000</u>	<u>48,200</u>
	405,000	405,000	410,700
Reserves			
School Buses	\$ 354,500	\$ 354,500	\$ 426,400
New School	<u>354,500</u>	<u>354,500</u>	<u>350,000</u>
	354,500	354,500	776,400
TOTAL EXPENSES	<u>\$ 3,458,900</u>	<u>\$ 3,652,200</u>	<u>\$ 4,075,300</u>

**BRANDON SCHOOL DIVISION
SCHEDULE OF REVENUE AND EXPENDITURES
2016-2017 OPERATING BUDGET**

	2015-2016		2016-2017	
	Budget	%	Budget	%
<u>REVENUES</u>				
Provincial Government	\$ 57,498,800	61.2%	\$ 60,357,600	60.6%
Federal Government	20,000	0.0%	18,500	0.0%
Municipal Government	34,923,500	37.2%	37,883,900	38.0%
Other School Divisions	333,800	0.4%	328,700	0.3%
First Nations	247,600	0.3%	193,100	0.2%
Private Organizations and Individuals	728,600	0.8%	754,700	0.8%
Other Sources	87,400	0.1%	91,400	0.1%
	\$ 93,839,700	100.0%	\$ 99,627,900	100.0%
<u>EXPENDITURES</u>				
Regular Instruction	\$ 55,773,500	59.4%	\$ 58,370,300	58.6%
Student Support Services	19,204,200	20.5%	20,763,400	20.8%
Community Education and Services	374,800	0.4%	377,200	0.4%
Divisional Administration	3,087,600	3.3%	3,202,400	3.2%
Instructional & Other Support Services	2,865,900	3.1%	3,166,200	3.2%
Transportation	2,294,000	2.4%	2,727,600	2.8%
Operations and Maintenance	7,795,600	8.3%	8,306,400	8.3%
Fiscal	1,630,100	1.7%	1,716,000	1.7%
	\$ 93,025,700		\$ 98,629,500	
Transfers To Capital	814,000	0.9%	998,400	1.0%
	\$ 93,839,700	100.0%	\$ 99,627,900	100.0%
Net Current Year Surplus (Deficit)	\$ -		\$ -	
<u>How money is spent</u>				
Salaries & Benefits	\$ 79,403,500	84.6%	\$ 84,222,100	84.5%
Services	5,956,600	6.3%	6,373,100	6.4%
Supplies & Materials	5,898,000	6.3%	6,179,200	6.2%
Fiscal & Capital	2,581,600	2.8%	2,853,500	2.9%
	\$ 93,839,700	100.0%	\$ 99,627,900	100.0%

BRANDON SCHOOL DIVISION
EXPENSES BY FUNCTION & BY OBJECT
2016-2017

<u>OBJECT</u>	<u>FTE</u>	<u>Salaries</u>	<u>Employee Benefits & Allowances</u>	<u>Services</u>	<u>Supplies & Materials</u>	<u>Debt Services</u>	<u>Transfers</u>	<u>Total</u>	<u>% of Total</u>
Regular Instruction	618.27	50,647,300	2,695,400	760,200	4,128,300	-	139,100	58,370,300	58.6%
Student Support Services	379.94	18,674,800	1,503,200	377,900	207,500	-	-	20,763,400	20.8%
Community Education and Services	3.25	201,800	24,500	38,300	112,600	-	-	377,200	0.4%
Divisional Administration	36.04	2,113,700	299,300	693,100	96,300	-	-	3,202,400	3.2%
Instructional & Other Support Services	25.79	2,027,700	122,100	910,000	106,400	-	-	3,166,200	3.2%
Transportation	41.45	1,555,700	224,800	305,400	641,700	-	-	2,727,600	2.7%
Operations and Maintenance	79.58	3,569,400	562,400	3,288,200	886,400	-	-	8,306,400	8.3%
Fiscal	-	-	-	-	-	22,000	1,694,000	1,716,000	1.7%
	1,184.31	78,790,400	5,431,700	6,373,100	6,179,200	22,000	1,833,100	98,629,500	99.0%
Transfers to Capital							998,400	998,400	1.0%
Total	1,184.31	78,790,400	5,431,700	6,373,100	6,179,200	22,000	2,831,500	99,627,900	100.0%
% of Total		79.1%	5.5%	6.4%	6.2%	0.0%	2.9%	100.0%	

**BRANDON SCHOOL DIVISION
BUDGET VARIANCE SUMMARY
2016-2017**

OBJECT	FTE	Salaries & Employee Benefits	Services	Supplies & Materials	Interest	Transfers	Total	% Change
Regular Instruction	17.99	2,607,200	(74,800)	62,800		1,600	2,596,800	4.7%
Student Support Services	29.36	1,590,200	18,100	(49,100)			1,559,200	8.1%
Community Education and Services	-	(15,300)	(3,400)	21,100			2,400	0.6%
Divisional Administration	0.75	100,500	20,000	(5,700)			114,800	3.7%
Instructional & Other Support Services	2.60	166,100	125,900	8,300			300,300	10.5%
Transportation	3.00	165,300	43,800	224,500			433,600	18.9%
Operations and Maintenance	3.49	204,600	286,900	19,300			510,800	6.6%
Fiscal	-				(8,100)	94,000	85,900	5.3%
	<u>57.19</u>	<u>4,818,600</u>	<u>416,500</u>	<u>281,200</u>	<u>(8,100)</u>	<u>95,600</u>	<u>5,603,800</u>	<u>6.0%</u>
Transfers to Capital						184,400	184,400	22.7%
Totals	<u><u>57.19</u></u>	<u><u>4,818,600</u></u>	<u><u>416,500</u></u>	<u><u>281,200</u></u>	<u><u>(8,100)</u></u>	<u><u>280,000</u></u>	<u><u>5,788,200</u></u>	<u><u>6.2%</u></u>

**2016-2017 PRELIMINARY BUDGET
SUMMARY OF BUDGET DAY DECISIONS**

Brandon School Division Special Levy

Special Levy 2016
Special Levy 2015
Net Dollar Inc.
Net Percent Change

Special Levy
44,396,241
41,542,953
2,853,288
6.87%

Mill Rate
14.631
15.504
(0.873)
-5.63%

FTE
24.00

Approved
1,674,900

ITEM(S)	COSTS				Budget Day Calculations		
	FTE	Staff	Supplies	Others	Total	FTE	Approved
Trustee/Board Committee Budget Requests/Reductions							
Transfer from Bus Reserves for Bus Purchases					-		(188,700)
					-		
	-	-	-	-	-		(188,700)
New School				350,000	350,000		350,000
Deferred needs identified in the Ameresco report				250,000	250,000		250,000
	-	-	-	600,000	600,000		600,000
Comprehensive review and redevelopment of the job evaluation system be conducted by an external firm		150,000			150,000		-
Full Day - Every Day Kindergarten at King George	3.00	141,400	11,000		152,400	3.00	152,400
Full Day - Every Day Kindergarten at Valleyview	1.50	70,700	5,500		76,200	1.50	76,200
Resources required to extend hours of operation for the Neelin High School Off-Campus Program for year 1 of implementation	2.00	125,200		2,300	127,500	2.00	127,500
Additional 2 teaching positions to the Neelin High School Off-Campus Program	2.00	171,600			171,600	-	-
Social Worker to assist under achieving Aboriginal and low income students	1.00	85,800		4,300	90,100	-	-
Additional 2 Teacher Specialists in area of literacy and numeracy	2.00	171,600			171,600	-	-
Increase Professional Development budget				250,000	250,000	-	-
International Anti-bullying Conference in Dublin, Ireland				10,000	10,000	-	-
Bus monitoring on every bus route and on buses used for transporting band students	31.45	799,100			799,100	-	-
Support for Food for Thought Program	1.60	33,400		8,000	41,400	1.60	41,400
	44.55	1,748,800	16,500	274,800	2,039,900	8.10	397,500
Provide financial resources for Youth Revolution activities.				30,000	30,000		30,000
Increase Friends of Education budget to \$5,000				2,000	2,000		-
Bullying prevention posters			1,000		1,000		-
	-	-	1,000	32,000	33,000	-	30,000

use alternative method for message,
referred to Sr. Administration

**2016-2017 PRELIMINARY BUDGET
SUMMARY OF BUDGET DAY DECISIONS**

ITEM(S)	COSTS					Budget Day Calculations		
	FTE	Staff	Supplies	Others	Total	FTE	Approved	Comments
Total Trustee/Board Committee Budget Requests	44.55	1,748,800	17,500	906,600	2,672,900	8.10	838,800	
<u>Senior Administration Sustainability Requests</u>								
Request for 2 new bus routes	3.00	79,000		33,000	112,000	3.00	112,000	
Video surveillance hardware for bus fleet				188,700	188,700		188,700	
	3.00	79,000	-	221,700	300,700	3.00	300,700	
Additional Educational Assistants - Appropriate Educational Programming (AEP)	10.00	257,000			257,000	10.00	257,000	
Increase in professional development budget for Support Staff				192,500	192,500		96,300	
Increase HSLs from 2.5 to 4 hours at Earl Oxford, Riverheights and Valleyview Schools	0.90	21,000			21,000	0.90	21,000	
Full time Administrative Assistant at Alexander School	0.50	20,100			20,100	0.50	20,100	
Library technician at École secondaire Neelin High School	0.50	13,100			13,100	0.50	13,100	
Electrician with vehicle	1.00	72,200		48,200	120,400	1.00	120,400	
	12.90	383,400	-	240,700	624,100	12.90	527,900	
Transportation to Provincial athletic championships (MHSA)				7,500	7,500		7,500	
	-	-	-	7,500	7,500	-	7,500	
Total Senior Administration Sustainability Requests	15.90	462,400	-	469,900	932,300	15.90	836,100	
Total Budget and Sustainability Requests for 2016-2017	60.45	2,211,200	17,500	1,376,500	3,605,200	24.00	1,674,900	

**BRANDON SCHOOL DIVISION
CALCULATION OF 2016 SPECIAL LEVY**

Budget Shortfall and Requests		2,845,500
A. Special Requirement: 2015/16 Budget (1)	44,421,834	
B. Amount related to 2015/16 included in 2015 Special Levy	19,323,498	
C. Balance of 2015/16 to be raised in 2016 (A - B)		25,098,336
D. Special Requirement: 2016/17 Budget (1)	47,267,334	
E. Amount included in 2016 Special Levy (43.5% of D) (2)		20,561,290
F. Surplus (Applied)/Raised (not included in the Special Requirement)		
G. 2016 SPECIAL LEVY FOR DIVISION (C + E + F)		45,659,627
H. 2016 SPECIAL LEVY FOR D.S.F.M. (from line Q below)		595,268
I. 2015 SPECIAL LEVY ADJUSTMENT FOR D.S.F.M. (from line G of Adjustment form)		(10,641)
J. SPECIAL LEVY BEFORE TAX INCENTIVE GRANT (G + H + I)		46,244,254
K. Less: Tax Incentive Grant		1,848,013
L. 2016 TOTAL SPECIAL LEVY (J - K) (3)		44,396,241
Total School Assessment		3,034,308,450
2016 Mill Rate		14.631
2015 Mill Rate		15.504
Percentage increase in Mill Rate over prior year		-5.63%

2016 SPECIAL LEVY FOR D.S.F.M.

M. 2016 Special Levy for Division (from line G above)	45,659,627	
N. Resident Non-D.S.F.M. pupils at September 30, 2015 (4)	8,169.0	
O. Special Levy per resident pupil (M ÷ N)	5,589.38	
P. Resident D.S.F.M. pupils at September 30, 2015 (4)	106.5	
Q. 2016 Special Levy for D.S.F.M. (O x P)		595,268

**BRANDON SCHOOL DIVISION
CALCULATION OF 2017 SPECIAL LEVY**

A. Special Requirement: 2016/17 Budget (1)	47,267,334	
B. Amount related to 2016/17 included in 2016 Special Levy	20,561,290	
C. Balance of 2016/17 to be raised in 2016 (A - B)		26,706,044
D. Special Requirement: 2017/18 Budget (1)	47,267,334	
E. Amount included in 2017 Special Levy (43.5% of D) (2)		20,561,290
F. Surplus (Applied)/Raised (not included in the Special Requirement)		
G. 2017 SPECIAL LEVY FOR DIVISION (C + E + F)		47,267,334
H. 2017 SPECIAL LEVY FOR D.S.F.M. (from line Q below)		616,228
I. 2016 SPECIAL LEVY ADJUSTMENT FOR D.S.F.M. (from line G of Adjustment form)		0
J. SPECIAL LEVY BEFORE TAX INCENTIVE GRANT (G + H + I)		47,883,562
K. Less: Tax Incentive Grant		1,848,013
L. 2017 TOTAL SPECIAL LEVY (J - K) (3)		46,035,549

Total School Assessment	3,034,308,450
2017 Mill Rate	15.17
2016 Mill Rate	14.63
Percentage increase in Mill Rate over prior year	3.69%

2017 SPECIAL LEVY FOR D.S.F.M.

M. 2017 Special Levy for Division (from line G above)	47,267,334	
N. Resident Non-D.S.F.M. pupils at September 30, 2016 (4)	8,169.0	
O. Special Levy per resident pupil (M ÷ N)	5,786.18	
P. Resident D.S.F.M. pupils at September 30, 2016 (4)	106.5	
Q. 2017 Special Levy for D.S.F.M. (O x P)		616,228

Brandon School Division
Preliminary Budget 2016-2017

Education Property Tax on a Home valued at \$251,325 in 2016



Brandon School Division Tax

Assessed Value*

Portioned Value @ 45%

Mill Rate

Total School Taxes

Annual
Monthly

2015
\$ 225,000
101,250
15.504
\$ 1,569.78

2016-2017 Budget			
2016	\$ Change	% Change	
\$ 251,325	26,325	11.70%	
113,096			
14.631	(0.873)	-5.63%	
\$ 1,654.76	84.98	5.41%	
			\$ 84.98
			\$ 7.08

Presentation to Trustees February 29, 2016

Chairman, Trustees, Senior Administration, Colleagues and Guests. I am Alison Johnston, President of the Brandon Teachers' Association. It is my privilege to make this presentation on behalf of our members.

This is the third time that I have made a submission at this table. As a result, the President position comes with some "budget deliberation" experience. But I have to confess to being somewhat confused with some of the information that has been shared with Trustees.

Page 7 of the Preliminary Budget Discussion document shared with Trustees on February 3rd cited a pupil/teacher ratio for the Division of 12.8 in comparison with the provincial average of 13.1. Trustee Kruck was very interested in this statistic. An inquiry was made as to how many more teachers did Brandon School Division have "over" this provincial average. The response of 14.6 teachers was quickly given.

I have to admit that I found that information perplexing. What is the point of sharing that particular statistic? It certainly couldn't be to have the taxpaying public believe that class sizes in Brandon have an average of 13 students. We all know that simply isn't the case. For your information, I have been an employee of the Brandon School Division since 1989, and in that time, I have had a class size of 20 students or under once.

As a result of my uncertainty, I spent an afternoon reviewing the FRAME 2015/2016 document from the Manitoba Education and Advanced Learning website.

First of all, the information that was shared with Trustees on February 3rd was incorrectly labeled and should have been cited as a Pupil/Educator ratio. This was however corrected in the PowerPoint shared at the Public Consultation as well as in the Financial Budget document where both of the ratios included in FRAME were referenced.

A Pupil/Regular Instruction Teacher ratio and a Pupil/Educator ratio.

I have to confess that after hearing the explanation of the ratios, I was still uncertain as to what these ratios meant and felt I needed greater understanding. The teacher in me feels that I must use some of my allotted time to tell you what I learned.

In its simplest sense:

1. Pupil/Regular Instruction Teacher Ratio includes all regular K-12 classroom teachers plus Phys. Ed., and Music etc.
2. Pupil/Educator Ratio includes all the teachers from above plus school-based Administrators, Department Heads, Coordinators, Resource and Guidance Counselors as well as any teacher attached to a "pull out" program.

Let's examine the Brandon School Division data. The Pupil/Regular Instruction Teacher Ratio is 17.2 compared with the provincial average of 16.7. Our calculation with these figures would suggest that to reach this provincial benchmark the Division would need to hire 14 frontline classroom teachers. The Secretary Treasurer also confirmed this figure when I asked the same question at the Public Consultation. In addition, the last three presentations made by BTA to the Finance Committee have emphasized this exact point. The evidence suggests that there is still much work to be done in this area.

In contrast, what does the Divisional Pupil/Educator Ratio indicate? Well, here, it is evident that the Division has excelled. The Division identified needs and endeavored to initiate support programs for students. This is all done on the public dime. These initiatives would include: HALEP, Reading Recovery, Early and Middle Years literacy to name a few. It would be our assertion that other Divisions in the province should examine and emulate the Brandon model.

I would like to make one final point in relation to the two ratios. The success of the support programs is evident. For a classroom teacher there is nothing more rewarding than witnessing the improvement and success of a student receiving 30 minutes of intense reading instruction each day. There is also nothing that can make you feel more powerless than wondering how you are able to sustain that student's momentum in a classroom with 27 other students. Or further, how can a Divisional initiative such as personalized learning be fit into this typical class size equation?

Prior to the conclusion of the budget deliberations, the Chairman encouraged Trustees to give all of the approved enhancements a final review. The Chairman made the following assertion, and I quote: *"Here is left field. If we look at the Educator Ratio; if you want to have the maximum impact in the shortest amount of time; our ratio is 12.8 and the province is 13.1. If we moved ours to 13. That would save us 9 staff. I will just dangle that out there."*

I would like to make a few points on the Chairman's proposal. First of all, I cannot help but wonder why focus on only one ratio and not both? Shouldn't both statistics be receiving equal consideration?

But, for the sake of argument, let's have a closer look at this proposal. A reduction of 9 teaching staff would save the Division approximately \$800,000 in salaries and benefits. On this point, I will concede that the Chairman is correct. This would have a maximum impact in the shortest amount of time.

The question that must also be asked is where would the 9 teachers come from? Well, the government mandated 20 K-3 program is pretty clear on the class size maximum. In theory, based on the definition of the ratios, it may be possible to alter the Educator ratio without affecting the Regular Instruction ratio.

The question I would pose to Trustees is: how do you cut established programs where a clear need has been identified for our students? And further, how do you choose which program to eliminate? What is the human cost for the students impacted by the decision?

In expressing his dissent to this proposal, Trustee Murray was also correct when he asserted, and I quote: *"ratios have been discussed for 20 years at this table. It took us a long time to get our ratio close to the provincial average. In all those years I fought hard against talking about ratios. A ratio is an arbitrary number in an accountant's book."*

Well, let's examine some real numbers from the Brandon School Division book – some class size numbers. Here are some observations. The Division currently has 23 Grade 3/4 classes. Of these, 12 classes have 21 or more students. This number equates to 45 students that do not fall under the 20 K-3 umbrella. A cynic may logically query whether the current Divisional trend of multi-age classrooms is truly about pedagogy or merely a way to save having to hire two additional classroom teachers.

Let's look at the K-8 class size data. 64% of the classrooms have 21 students or more compared with 52% from the year before. The high school statistics are even more telling. 127 classes have 26 students or more. 15 more classes than the year before.

With these figures in mind, it could be stated that the demands on the frontline classroom teacher are becoming greater each year with more students per classroom and a multitude of composition complexities. Is continuing to increase class sizes in our Division sustainable? Does this scenario provide the best outcomes for students?

For your information, I have directed more teachers this year than ever before to Board Policy 5012 J – Personal Leave of Absence for Professional Staff. The prime reason given for wanting to explore this leave is that the teacher wants to examine whether the workload with teaching can be a life-long career for them. I have also heard from teachers at the end of their careers stating that the classroom demands are too great.

In addition, at a meeting prior to the Christmas break, the Trustees that sit on the Teacher Liaison Committee were informed that the number of teachers requesting assistance through the Manitoba Teachers' Society Early Intervention program has increased dramatically throughout the province this year. I will assert that the Brandon School Division has not been immune from this trend.

Finally, I must emphasize that the impact of a teacher reduction would not just be on the Division's bottom line, but it would also have a human impact. The Secretary Treasurer identified for Trustees an increase in sick time costs from the previous year. Will these costs not continue to inflate under this scenario?

The Chairman has made it clear that there would be opportunities for budget revisions prior to the March 7th meeting.

If Trustees decide to implement the Chairman's proposal, that would make a grand total of 20 teaching positions that have been cut from the teacher complement in the past three budgets. In a Division that is growing!! In a Division that is preparing for a new school!!!!

How can this make sense?

Thank you.

CUPE Local 737 (Brandon School Division) Presentation to the Brandon School Division Board of Trustees Budget Consultations

February 29, 2016

Good Evening,

My name is Jamie Rose I'm the President of CUPE Local 737, representing support staff here at the Brandon School Division.

I'd like to begin my remarks this evening by taking the opportunity to thank the Board for holding these important consultations on the 2016 budget.

This is the second year that we, as support staff at the Division have made presentations to the Board, as we believe we can provide valuable feedback from the perspective of our members.

This budget presents numerous new and expanding programs that we believe should be applauded.

In addition to an exciting new school which has been approved by the province, the Board is considering expanding all day Kindergarten, as well as supporting off-campus programs and support to Indigenous students.

The Division is also investing resources into initiatives that address bullying in our schools-an issue that is not found in Brandon alone- and we applaud efforts to insure the safety of our students.

On this note, I would like to speak to the placement of video cameras on our school buses.

As a school bus driver myself. I know and understand the importance and value and safety on our buses. We, as drivers, are often put in situations where we have to address an incident on the bus, while at the same time operating the vehicle safely.

Believe me, this is the greatest challenge we face as bus operators. And it doesn't have to be this way.

However, installing cameras inside the bus will do very little to relieve this stress on drivers. A camera will not capture instances of bullying, it will not capture vandalism, and it will certainly not reduce the impact incidences may have on the drivers.

We believe these resources would be better used by placing monitors on the buses, rather than cameras. Having another adult on the bus would provide immediate security for the driver, and would be able to address issues in real time, rather than after the fact. Having a monitor on the bus would act as a stronger deterrent than a camera, and would be able to intervene on the spot to diffuse any situation.

While I do agree with cameras to capture vehicles failing to respect the bus stop arm- the pet peeve of every driver- cameras inside the bus will not achieve the intended results presented by the Division.

I would like to applaud the Division for investing in filling 10 E.A positions in the upcoming year. We know that education Assistants provide increasingly valuable services in the classroom and to the teacher, also are crucial in providing care and support to our students with the most needs.

Increasing the amount of E.As in the Division will ensure that we are providing the best possible education to our students. We believe growing our staff will create more opportunities for real face -to- face contact with our students.

We are pleased to see additional funding being allocated to Professional Development for support staff. We would like to take this opportunity to Thank the Human Resources Department, Senior Administration and Trustees for providing the February 26 Professional

Development Day. This was well received and supported by our Local 737 Members. We would welcome continued opportunities for P.D days for our support staff.

Lastly we'd like to provide comment on the proposal to allocate \$150,000 to an external body to review our Job Evaluation Process. Past practice is to hold a Joint Job Evaluation process with union and the employer. CUPE National has resources for a Job Evaluation process, which we would like to explore at a fraction of a cost or no cost.

My final comment will be directed at the budget as a whole. We are proud that the provincial government has consistently provided funding increase to support education in Brandon. Ensuring that our school boards receive adequate funding is key to the success of our students.

As part of a National Union, we hear horror stories from education support staff from across Canada that provincial budget cuts have decimated their ability to grow their school system. We have heard stories of layoffs and job cuts handed down from the provincial governments to school boards.

There has been province –wide strikes from teachers and support staff alike.

Here in Brandon, we don't realize how much the province has actually provided to our schools, and we are very pleased that our own school board has not been put into such desperate situations.

We all care about the quality of education our students receive, and we all believe in the value of our wonderful school division.

Thank you again for taking the time tonight, and I'd be happy to answer any questions you may have.