

**Regular Meeting of the Board
Agenda**

Thursday, September 26, 2024

8:00 PM

Craig M. Stahlke Board Room

Administration Office

181 Henlow Bay, Winnipeg, MB R3Y 1M7

1. Recognition of Treaty Land

We acknowledge we are on the lands of Turtle Island where Indigenous Peoples have lived since time began. These are the ancestral lands of the Anishinaabe, Ininew, and Dakota Nations as well as the traditional trade and travel routes of the Anishinew, Dene, and Inuit. We also acknowledge we are on Treaty One territory and the National Homeland of the Red River Métis. Pembina Trails School Division is committed to working together in partnership with Indigenous communities in a spirit of reconciliation.

Nous reconnaissons que nous sommes sur les terres de l'île de la Tortue où les peuples autochtones vivent depuis le début des temps. Il s'agit des terres ancestrales des nations Anishinaabe, Ininew et Dakota, ainsi que des routes traditionnelles de commerce et de voyage des Anishinew, des Dénés et des Inuits.

Nous reconnaissons également que nous sommes sur le territoire du Traité un et la patrie nationale des Métis de la rivière Rouge. La Division scolaire Pembina Trails s'est engagée à travailler ensemble en partenariat avec les communautés autochtones dans un esprit de réconciliation.

2. ATTENDANCE

3. CALL TO ORDER

Comments:

The content of the Informational Reports has been reviewed by Trustees prior to the Board Meeting. The reports reflect discussions and activities of the Committees. At Board Meetings, if Trustees wish to speak or to ask questions regarding a particular report included in the Information Reports section of the Board Meeting agenda - that needs to be identified at the time the agenda is amended. Recommended motions from Committees are addressed separately in the agenda.

4. AGENDA APPROVAL

5. BOARD MINUTES APPROVAL

6. STANDING COMMITTEE REPORTS, SPECIAL COMMITTEE REPORTS AND OTHER REPORTS

1. Standing Committee Reports:

- a. Meeting Notes from the Committee Meeting of the Whole held on September 12, 2024.

2. Other Reports:

- a. Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated September 26, 2024;
- b. Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated September 26, 2024;
- c. Substitute Teacher Contracts as listed in the 2023-24 Substitute Teacher Contracts Report dated September 26, 2024;
- d. Resignations as listed in the Resignations Report dated September 26, 2024;
- e. Enrolment Report

Purpose:

To consider receiving the Standing Committee Reports, Special Committee Report and Other Reports as information, and

To consider ratifying Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated September 26, 2024, and

To approve Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated September 26, 2024, and

To consider ratifying Substitute Teacher Contracts as listed in the 2023-24 Substitute Teacher Contracts Report dated September 26, 2024, and

To consider receiving resignations as listed in the Resignations Report dated September 26, 2024.

7. DELEGATIONS

8. EDUCATIONAL PRESENTATIONS

9. BUSINESS FROM PREVIOUS BOARD MEETINGS

10. BUSINESS FROM PREVIOUS FINANCE COMMITTEE OF THE WHOLE

11. BUSINESS FROM PREVIOUS COMMITTEE MEETING OF THE WHOLE

11.1 Additional HR Staffing

Purpose: To discuss staffing needs in HR.

11.2 Transportation Feasibility

Purpose: To consider Committee recommendation.

12. BY-LAWS AND/OR POLICIES

13. CORRESPONDENCE FOR DISCUSSION

14. STANDING AND SPECIAL/ADVISORY COMMITTEE REPORTS

14.1 Communication and Community Relations Committee

14.2 Education Committee

14.3 Finance, Buildings, Property and Transportation

14.4 Human Resources and Policy Committee

14.5 Negotiations Committee

14.6 Pembina Trails School Division Educational Support Fund Inc.

14.7 Council of Presidents

14.8 Boards/Association Council on Education (B.A.C.E)

15. ADMINISTRATIVE REPORTS

15.1 Easement Agreement - Pembina Trails Collegiate

Purpose: To consider approving.

15.2 Student Accident Insurance

Purpose: To consider approving circulation of the voluntary student accident insurance letter to parents.

16. NEW BUSINESS

17. CORRESPONDENCE FOR INFORMATION DISTRIBUTION LIST

18. QUESTIONS FROM TRUSTEES

19. QUESTIONS FROM MEMBERS OF THE PUBLIC IN ATTENDANCE

20. REQUIREMENT FOR A COMMITTEE MEETING OF THE WHOLE

21. ADJOURNMENT

2024-2025 LEARNING OPPORTUNITIES

Our 2024-2025 Learning Opportunities calendar is now available [online](#).

This calendar will help trustees and boards plan for the upcoming year.

It provides an overview of conferences, workshops and other learning opportunities that will be of interest to trustees and administrators. Where possible, we have included preliminary program and registration information, and links to relevant websites. Check it out!



FALL REGIONAL MEETINGS

The [Fall Regional Meetings](#) will be hitting the road and coming to a town/location near you this fall! The MSBA executive will be visiting each region on the following schedule:



Region 1 - Monday, October 28, Victoria Inn and Convention Centre, Brandon

Region 2 - Wednesday, October 30, Crossroads United Pastoral Church, Carman

Region 3 - Friday, November 1, Larters Golf and Country Club, St. Andrews

Region 4 - Saturday, October 26 (Virtual)

Regions 5 & 6 - Saturday, November 2, Victoria Inn and Convention Centre, Winnipeg

UPCOMING MSBA PD SESSIONS

This fall, Leonard Zdrill, the Association's Director of Operational Risk, Safety, Health, and Liability Management will team up with staff from MTS for a series of full-day sessions (various dates, locations and times TBA) on workplace safety and health. For more information on these sessions or other risk, safety, health or liability management services, contact [Leonard Zdrill](#) at the Association office.

In addition, Jodie Taylor, Interim Director of Governance and Professional Development Services will be hosting a workshop via Zoom: *Building Capacity for Our Future (BC4F) - Head Start Succession Planning for your Board*. Join us on November 5th for a half-day session to get a head start on developing strategies to promote recruitment and succession planning to keep our school boards strong! For more information, and to register, contact [Jodie Taylor](#).

ONLINE MEMBERSHIP FORMS

The 2024-25 Manitoba School Boards Association membership form can now be completed [online](#). The form can be found on the [members page](#) of the MSBA website, no password is required. Please complete the form *after your inaugural meeting*. If you have any questions regarding the process, please contact Administrative Assistant, [Jennifer Esau](#).

PROVINCIAL BARGAINING MILESTONE

August 27 marked an important milestone for school board-teacher relations in Manitoba as the historic first-ever provincial teacher collective agreement was formally signed by the Manitoba School Boards Association (as employer agent) and the Manitoba Teachers' Society (as staff representatives) at the Canadian Museum for Human Rights in Winnipeg.

On behalf of the 37 public English school boards, we recognize the hours of work invested by these three leaders in achieving agreement with MTS under this very important round of bargaining.



Signing on behalf of the provincial teacher bargaining committee as employer agent are, from left, Patricia (Patty) Wiebe, Bargaining Table Co-chair (representing rural school boards and trustee with Border Land School Division); Colleen Carswell, Bargaining Table Co-chair (representing urban school boards and trustee with River East Transcona School Division); and Justin Rempel, Director of Provincial Bargaining and Human Resource Services at the Manitoba School Boards Association.

#NDTR2024

Both the [National Day for Truth and Reconciliation](#) and Orange Shirt Day take place on September 30.

[Orange Shirt Day](#) is an Indigenous-led grassroots commemorative day intended to raise awareness of the individual, family and community inter-generational impacts of residential schools, and to promote the concept of "Every Child Matters". The orange shirt is a symbol of the stripping away of culture, freedom and self-esteem experienced by Indigenous children over generations. On **September 30**, we encourage all Manitobans to wear orange to honour the thousands of Survivors of residential schools.



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The Board of Turtle Mountain School Division invites applications for:

CFO/Secretary-Treasurer

Duties will commence December 2, 2024, or as mutually agreed.

The Division

Turtle Mountain School Division is located in the southwestern corner of the province of Manitoba. Within its boundaries you will find the towns of Killarney, Boissevain, Ninette, Minto and Dunrea. The Division office is located in Killarney. Turtle Mountain School Division oversees the operation of seven schools: four Hutterian schools, one K - 8 school and two K - 12 schools as well as two Adult Education Centres. The Division's annual operating budget is approximately 15M.

The Position

As Chief Financial Officer/Secretary-Treasurer, you will be an integral member of the senior management team, reporting to the Superintendent and working closely with the Board in all matters pertaining to the planning and control of financial and business administration. You will be responsible for the development and implementation of procedures in the areas of budgeting, finance, purchasing and payroll including the direct supervision of the financial and payroll team. You will also participate in Board proceedings by providing guidance and support for Board operations and governance as well as the functions stipulated in the Public Schools Act, Education Administration Act and other related legislation and Board policy.

Qualifications:

- A professional accounting designation – CPA (or legacy designation CA, CGA, or working to attain said designation)
- Effective supervisory experience
- Effective communication skills and a proficiency in financial/business reporting and communication platforms
- Experience with provincial legislation and compliance requirements
- Management experience in finance and business operations
- Applied knowledge of payroll systems
- Experience with support of board governance would be an asset
- Experience in the areas of, operations, transportation, ICT and HR would be an asset

Applications

Please send a cover letter & resume by October 11, 2024 to:

CFO/Secretary-Treasurer Search
c/o ROAR Leadership Consultants Inc.
Email: royseidler@roarleadership.com

Employment will be subject to satisfactory criminal record, vulnerable sector and child abuse registry checks. We will confirm receipt of all applicants received by email, however only those selected for follow-up will be contacted. We thank all applicants for their interest.



**INVITES APPLICATIONS FOR THE FOLLOWING POSITION
ASSISTANT SUPERINTENDENT, INDIGENOUS WAY OF LIFE
Winnipeg, Manitoba**

Duties to Commence As Soon As Possible
Term position to June 27, 2025

Reporting to the Chief Superintendent, this position is responsible for providing direction, support and coordination of Indigenous Language, Culture and Land Based programs and curricula. The incumbent is responsible for the development of strategies to support the implementation of Indigenous Way of Life programming and integration across the curriculum. This will also include planning and implementing Division-wide professional learning that will support teachers and administrators in achieving the Division's goals in these areas.

The preferred candidate will meet the following criteria:

- Proven experience in the development and implementation of language, culture and land based programs.
- Extensive knowledge and understanding of Indigenous language learning or culture-based education philosophies, theories, pedagogy and instructional practice.
- Fluency in at least one Indigenous language preferred.
- Knowledge of Provincial curricular outcomes, instructional strategies, resources and assessment.
- Accountability-based leadership in terms of student results and achievement, assessment and evaluation of programs for student growth and development.
- Strong ability to critically analyze, organize and apply information gathered through research and present information in a variety of formats to various audiences.
- Strong coordination, facilitation, and interpersonal skills demonstrated in a variety of diverse cultural and community contexts, including working with elders and community cultural resource people.
- Demonstrated ability to influence and facilitate community and group decision-making processes through knowledge, ideas, and persuasion.
- Experience in budget, financial management and administration, including setting budget priorities and organizing administrative systems and procedures.
- Lifelong learner, with a Masters' degree.
- A degree in Native Studies or training in Native Language Education; or an equivalent combination of education, training and experience would be an asset.

Applicants must hold, or be eligible for, a permanent professional Manitoba teaching certificate and a valid Manitoba driver's license. A comprehensive benefits program and competitive salary is provided. Extensive travel is required.

Applicants interested in this unique opportunity are to submit a detailed resume, three professional references, a 250-word philosophy of education statement, and a 500 word (maximum) paper on the importance of the inclusion of Indigenous Way of Life in Frontier School Division, **by Friday, October 4, 2024 at 4:00 pm** to:

All applicants are thanked for their interest; however, only applicants selected for an interview will be contacted. By applying, you consent to the Division contacting your references. As a condition of employment, the successful candidate will be required to submit a clear Criminal Record Check (including Vulnerable Sector Check) and Child Abuse Registry Check, at their own expense. Further information is available at www.fsdnet.ca

Reasonable accommodations are available for persons with disabilities on request.

Forward application package to:

Tyson Mac Gillivray, Chief Superintendent
30 Speers Road, Winnipeg, MB R2J 1L9
Email: hr@fsdnet.ca



Domestic Violence: Employer Responsibilities



**Live Zoom webinar
Thursday, October 17, 2024 at noon**

CLEA welcomes labour lawyer Dayna Steinfeld of RavenLaw LLP

Practising in Manitoba and Ontario, Dayna is a zealous champion of human rights. While maintaining a union side Labour Law practise, Dayna also acts on behalf of victims of sexual offences in criminal court cases. Her dedication extends to teaching at the Faculty of Law, prize-winning legal writing and celebrated Pro Bono work.

Featuring opening remarks from Kevin Rebeck, President of the Manitoba Federation of Labour

Serving his fifth term as President of the MFL, Kevin has been a passionate worker's advocate for over 30 years. His tireless efforts enabled Manitoba to become the first province to enact a law that guarantees eligible employees time off to deal with the impact of interpersonal violence.

Manitoba
Federation
of Labour

**Everyone is welcome!
Click for details and free registration:**



Your workplace can make a difference.



We gratefully acknowledge the financial support of the Department of Justice Canada.