

**Regular Meeting of the Board  
Agenda**

Thursday, February 14, 2019

8:00 PM

Administration Office

181 Henlow Bay, Winnipeg, MB R3Y 1M7

**1. 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.

**2. AGENDA APPROVAL**

**3. BOARD MINUTES APPROVAL**

**4. STANDING COMMITTEE REPORTS, SPECIAL COMMITTEE REPORTS AND OTHER REPORTS**

**1. Standing Committee Reports:**

- a. Report of the Committee Meeting of the Whole held on January 24, 2019;
- b. Committee Report of the Finance and Planning Committee Meeting held on January 21, 2019;
- c. Committee Report of the Human Resources and Policy Committee Meeting held on January 28, 2019;
- d. Committee Report of the BACE Committee Meeting held on December 3, 2019;
- e. Committee Report of the Communications and Community Relations Committee Meeting held on January 30, 2019;
- f. Committee Report of the Buildings, Property and Transportation Committee Meeting held on February 4, 2019;
- g. Committee Report of the Budget Study Meeting held on January 31, 2019;
- h. Committee Report of the PTTA Negotiations Committee Meeting held on January 21, 2019.

## **2. Other Reports:**

- a. Commendation Report dated February 14, 2019;
- b. Bereavement Report dated February 14, 2019;
- c. Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated February 14, 2019;
- d. Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated October February 14, 2019;
- e. Substitute Teacher Contracts as listed in the 2018-19 Substitute Teacher Contracts Report dated February 14, 2019;
- f. Resignations as listed in the Resignations Report dated February 14, 2019;
- g. Enrolment Report - January 2019;
- h. Disbursements November 2018;
- i. Disbursements December 2018.

### **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 February 14, 2019, and

To approve Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated February 14, 2019, and

To consider ratifying Substitute Teacher Contracts as listed in the 2018-19 Substitute Teacher Contracts Report dated February 14, 2019, and

To consider receiving resignations as listed in the Resignations Report dated February 14, 2019, and

To consider approving Disbursements for the period November 1-30, 2018;

To consider approving Disbursements for the period December 1-31, 2018.

## **5. DELEGATIONS**

## **6. EDUCATIONAL PRESENTATIONS**

### **6.1 Violent Threat Risk Assessment Protocol**

Purpose: To receive a presentation from the Director of Clinical and Extended Services.

## **7. BUSINESS FROM PREVIOUS BOARD MEETINGS**

### **7.1 Immigration Partnership Winnipeg**

Purpose: To consider ratifying agreement.

### **7.2 Chapman School Property**

Purpose: To consider the motion which was given by notice on January 24, 2019.

## **8. BUSINESS FROM PREVIOUS FINANCE COMMITTEE OF THE WHOLE**

### **8.1 Application of Accumulated Surplus**

Purpose: To consider Application of Accumulated Surplus recommendation

## **9. BUSINESS FROM PREVIOUS COMMITTEE MEETING OF THE WHOLE**

## **10. BY-LAWS AND/OR POLICIES**

## **11. CORRESPONDENCE FOR DISCUSSION**

### **11.1 MSBA 2019 Convention - Trustee Attendance**

Purpose: To consider Trustee Attendance at the 2019 MSBA Convention.

### **11.2 MSBA 2019 Convention - Voting Ballots**

Purpose: To designate two Trustees to receive the Pembina Trails voting ballots at the 2019 MSBA Convention.

### **11.3 MSBA 2019 Convention - Bear Pit Session with Minister of Education and Training**

Purpose: To draft questions to submit to the MSBA for the 2019 Convention - Bear Pit Session with the Minister of Education and Training.

## **12. STANDING AND SPECIAL/ADVISORY COMMITTEE REPORTS**

### **12.1 Buildings, Property and Transportation Committee**

### **12.2 Communication and Community Relations Committee**

### **12.3 Education Committee**

### **12.4 Finance and Planning Committee**

#### **12.4.1 Draft 2019-20 Budget**

Purpose: To release the Draft 2019-20 information to the public.

### **12.5 Human Resources and Policy Committee**

**12.5.1 Policy GBKA and Regulation GBKA-R - Whistleblower Protection**

**12.6 Negotiations Committee**

**12.7 Pembina Trails School Division Educational Support Fund Inc.**

**12.8 Pembina Trails Voices**

**12.9 Council of Presidents**

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

**13. ADMINISTRATIVE REPORTS**

**13.1 Regular Meeting of the Board - March 29, 2019**

Purpose: To consider cancelling the Regular Meeting of the Board on March 29, 2019.

**13.2 Pacific Junction School Age Centre Inc.**

Purpose: To consider approving the Lease Agreement with Pacific Junction School Age Centre Inc. for the period September 1, 2018 to August 31, 2022.

**14. NEW BUSINESS**

**15. CORRESPONDENCE FOR INFORMATION DISTRIBUTION LIST**

**16. QUESTIONS FROM TRUSTEES**

**17. QUESTIONS FROM MEMBERS OF THE PUBLIC IN ATTENDANCE**

**18. REQUIREMENT FOR A COMMITTEE MEETING OF THE WHOLE**

**19. ADJOURNMENT**



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

## ***News Release***

***January 23, 2019***

***For immediate release***

### **Manitoba school boards welcome public education review**

Manitoba School Boards Association President Alan Campbell welcomed today's announcement of a long-anticipated review of K-12 public education in the province, saying that it will provide an opportunity for all Manitobans to share their thoughts about what they need and value in our school system.

"Public education is a cornerstone of democratic society, and school boards, as locally elected trustees of that system, are models of grassroots democracy in action," noted Mr. Campbell. "As community representatives, we work with students, families, and the public at large to ensure that schools provide the programs and services that are wanted and needed locally. This review will provide an opportunity for Manitobans to have their voices heard on a larger, provincial scale."

Mr. Campbell went on to note that school boards appreciated the timeline established for the review. "The Commission is expected to conclude its work and submit its report to government by spring, 2020. That report will include key findings and recommendations. This review window will provide due time for reflection and decision on the part of all stakeholders, given both the importance and magnitude of this initiative."

In its news release, the government indicated that it will be seeking input from a wide variety of groups, including school boards, and Mr. Campbell committed the full support of the Manitoba School Boards Association in this regard. "The government has indicated that the focus of this review will be student outcomes, long-term sustainability and enhanced public confidence in our public schools. These are goals that are shared by Manitoba's public school boards, and we welcome this significant opportunity to work collaboratively with our provincial partner on such a major undertaking as this review."

Mr. Campbell closed his comments by inviting all Manitobans to find out more about the work and achievements of school boards, and the variety of local programming and services they help to make available for communities and students, by visiting the Local Voices, Local Choices page at <http://www.mbschoolboards.ca/localVoices.php>

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Contact: Alan Campbell, President, Manitoba School Boards Association, at 1-204-886-7121  
Josh Watt, Executive Director, Manitoba School Boards Association, at 204-594-5162

**Manitoba's Commission on Kindergarten to Grade 12 Education:  
A Comprehensive Independent Review of the K to 12 Education System**

**Pre-announcement Briefing Session**

**January 23, 2019**

## **Purpose**

To provide technical briefing for key education sector stakeholders prior to the public announcement of Manitoba's Commission on Kindergarten to Grade 12 Education.

## **Background**

The Government of Manitoba is committed to improving student outcomes for all students by creating an education system that has high standards for educators, high expectations for student learning, relevant curriculum, excellence in governance and a sustainable fiscal framework.

This review of K-12 education in Manitoba represents a long overdue opportunity to examine what is working and what is not working in our elementary-secondary education system today. It will be an opportunity to build on strengths and to identify what needs to change so that all students, regardless of where they live or what their circumstances, succeed in Manitoba's K-12 education system.

## **The Commission**

The nine-member Commission will carry out a comprehensive, independent review of the K-12 education system to improve outcomes for students, ensure long-term sustainability and enhance public confidence. It will be tasked with:

- proposing a renewed vision for K-12 education in Manitoba.
- making bold recommendations to ignite change within existing systems, structures and programs which inspire excellence in teaching and learning.
- considering the continuum of early learning, post-secondary education and labour market needs as part of an integrated lifelong learning approach.

The Commission will lead extensive and transparent public consultations, seeking the input of students, parents, educators, school boards, academics, Indigenous organizations, la francophonie, municipal councils, professional organizations, the business community and members of the public.

Based on the input of Manitobans and the examination of research, the Commission will provide recommendations to the Minister of Education and Training in February 2019.

## **Six Areas of Focus**

The Review will concentrate on six broad areas of focus.

1. **Long-term vision** – What should the goals and purpose of K-12 education be in a rapidly changing world?
2. **Student learning** – What are the conditions required to achieve excellence in student achievement and outcomes in Manitoba?

3. **Teaching** – How can teachers and school leaders become most effective?
4. **Accountability for student learning** – How can the education system develop a stronger sense of shared accountability for student learning?
5. **Governance** – What type of governance structures are needed to create a coordinated and relevant education system?
6. **Funding** – What actions are required to ensure that the education system is sustainable and provides equitable learning opportunities for all children and youth?

### **Engaging Manitobans**

An informative and interactive website will be a key public communication tool throughout the review, housing general information about the Commission, contact information, details regarding public meetings – including a calendar of events, logistical information and registration processes.

Manitobans will have the opportunity to provide their input to the Commission in a variety of ways:

- **Public meetings** – in Winnipeg, Brandon, rural Manitoba and northern Manitoba. French/English and sign-language interpretation will be provided for select public meetings. Participants will need to register in advance at [manitoba.ca/educationreview](http://manitoba.ca/educationreview) (English) or [manitoba.ca/revueeducation](http://manitoba.ca/revueeducation) (Français).
- **Written submissions** – all Manitobans are welcome to provide written submissions to the Commission.
- **On-line surveys** – all Manitobans will be invited to complete anonymous web-based surveys which are expected to be open for input from March to May 2019.

The Commission also intends to hear directly from **students** to ensure their perspectives on the education system are a strong and authentic voice in the process. This will be accomplished through focused student consultations, on-line surveys and social media.

Requests for meetings with the Commission will be considered and accommodated as time and scheduling permit.

### **Secretariat**

The Commission will be supported by a small secretariat to provide policy, administrative and logistical support.

### **Contact information**

- Email: [K12educationcommission@gov.mb.ca](mailto:K12educationcommission@gov.mb.ca) (English) or [commissioneducationM12@gov.mb.ca](mailto:commissioneducationM12@gov.mb.ca) (Français)
- Website: [manitoba.ca/educationreview](http://manitoba.ca/educationreview) (English) or [manitoba.ca/revueeducation](http://manitoba.ca/revueeducation) (Français)



**Key Dates**

- Announcement – January 23, 2019
- On-line engagement and public and stakeholder meetings - February to May 2019
- Analysis and formulation of recommendations – June 2019 to January 2020
- Recommendations to the Minister of Education and Training – February 2020
- Public release – March 2020

The Terms of Reference of the Commission may be found in Appendix 1 and the list of members of the Commission are presented in Appendix B.

## Appendix A

### Manitoba's Commission on Kindergarten to Grade 12 Education An Independent Review of the K to 12 Education System Terms of Reference

#### Context

- The education system in Manitoba covers a vast geographical area and serves a wide range of communities that are linguistically and culturally rich and diverse: First Nations, Métis and Inuit communities; Francophone and other linguistic/ethnic communities; newcomers from across the globe.
- Public education is a fundamental element of a democratic society and is integral to the fabric and character of Canadian society. Its purpose is to serve the best educational interest of all students, regardless of their abilities, personal or family circumstances, or where they live.
- The Government of Manitoba is committed to improving student outcomes by creating an education system that has high standards for educators, high expectations for student learning, relevant curriculum, excellence in governance and a sustainable fiscal framework.
- Students and excellence in student outcomes must be the central focus.

Establishing a Commission to undertake a comprehensive review of Kindergarten to Grade 12 (K-12) education represents a long overdue opportunity to build on strengths but also to identify the changes needed in creating a system that can achieve better outcomes for students and reflects the economic and societal needs of Manitobans.

#### Mandate

The Commission will carry out an independent review of the K-12 education system to improve outcomes for students, ensure long-term sustainability and enhance public confidence. The Commission will:

- propose a renewed vision for K-12 education.
- make bold recommendations to ignite change within existing systems, structures and programs which inspire excellence in teaching and learning.
- consider the continuum of early learning, post-secondary education and labour market needs as part of an integrated lifelong learning approach.

The review will be informed through extensive and transparent public consultations, supported by research and learn from best practices. The Commission will seek the input of students, parents, educators, school boards, academics, Indigenous organizations, *la francophonie*, municipal councils, professional organizations, the business community and members of the public.

#### Areas of Focus:

1. **Long-term vision** – What should the goals and purpose of K-12 education be in a rapidly changing world?
2. **Student learning** – What are the conditions required to achieve excellence in student achievement and outcomes in Manitoba?
3. **Teaching** – How can teachers and school leaders become most effective?
4. **Accountability for student learning** – How can the education system develop a stronger sense of shared accountability for student learning?

5. **Governance** – What type of governance structures are needed to create a coordinated and relevant education system?
6. **Funding** – What actions are required to ensure that the education system is sustainable and provides equitable learning opportunities for all children and youth?

### **Guiding Principles**

The work of the Commission will be guided by the following principles:

- **Student centered** – As a key focus of this review is to improve student achievement and student outcomes, the work of the Commission is to be centered on children and youth and on the conditions necessary to support their educational success.
- **Culturally responsive** – Respecting diverse First Nations, Inuit and Métis communities, *la francophonie*, and newcomers, valuing the critical relationships between language and culture.
- **Building on success** – The work of the Commission will build on the strengths of the existing system and will identify the areas requiring attention, improvement and change.
- **Open, engaging and accessible** – All sectors of society will be encouraged to participate and provided with opportunities to have their voices heard.
- **Evidence-informed** – In addition to the voices and perspectives of Manitobans, the Commission will ground its recommendations in research and evidence of successful educational reform initiatives in other jurisdictions.
- **Excellence** – Recommendations will be developed with the intention of achieving a high quality education system and opportunities for all to aspire to excellence.

### **Deliverables and timelines**

The Commission will develop a discussion paper to frame the consultation process. A wide variety of public engagement approaches will be utilized, including public meetings, online surveys and social media to solicit broad and inclusive participation.

The preparatory work of the Commission began in December, 2018. Public engagement activities are anticipated to begin in early 2019. The Commission is to submit a final report to the Minister in February 2020. The report will include key findings and recommendations and is to be released publicly in March 2020.

## **Appendix B**

### **Manitoba's Commission on Kindergarten to Grade 12 Education – Biographies**

Manitoba's Commission on Kindergarten to Grade 12 Education is nine highly qualified individuals who were selected for their skills and experiences as well as the communities and regions they represent. The Commission will deliver its recommendations to the Minister of Education and Training in February 2020.

#### **Co-Chairs**

Dr. Janice MacKinnon – (Canmore, Alberta) served as a Saskatchewan cabinet minister from 1991–2001. She is a Fellow of the Royal Society of Canada and member of the Order of Canada. She holds a Ph.D. and Master of Arts degree from Queen's University and is an executive fellow at the University of Calgary School of Public Policy and Professor of Fiscal Policy at the University of Saskatchewan School of Public Health. She has authored three books and many articles on public policy issues. She served as chair of the Institute for Research on Public Policy board, chair of Canada's Economic Advisory Council, a board member of the Canada West Foundation, a member of the National Task Force on Financial Literacy and is currently the Chair of the Ombudservice for Life and Health Insurance (OLHI).

Mr. Clayton Manness – (La Salle, Manitoba) is a former MLA representing the constituency of Morris. He earned his M.Sc. in agricultural economics and worked in the grain industry before entering public life. During his time in office he served as Minister of Finance, Minister of Education and Training and Government House Leader. He later served as chair of Prairie Flax Products Inc. and president of Man Agra Capital Inc.

#### **Commissioners**

Mr. Terry Brown – (Winnipeg, Manitoba) is an owner and partner of Legacy Bowes Group and leads the business advisory practice. Terry advises business entities, Indigenous communities and Indigenous entities on policy initiatives, corporate setups, joint ventures, mergers, and acquisitions. He currently serves as on the BUILD and Mother Earth Recycling boards, is the past chair for the Aboriginal Chamber of Commerce and is a past policy committee member for the Manitoba Chamber of Commerce. He holds a Bachelor of Commerce and is currently a mentor for the MBA students in the Asper School of Business.

Mr. Mark Frison – (Winnipeg, Manitoba) is currently the president and CEO of Assiniboine Community College where he is responsible for overseeing 3200 full-time students, 350 full-time employees and an operating budget of \$46 million. Mr. Frison has extensive governance experience developed by his time on various boards including his current role as chair of the Brandon Police Board, his former role as member of the Saskatchewan Cancer Agency Finance Committee and his time as a member on the Premier's Economic Advisory Committee, Oil and Gas Task Force.

Mr. John Daniel (JD) Lees – (Steinbach, Manitoba) is a former Science teacher of the Steinbach Regional Secondary School. He holds a B.Sc. in Zoology and B.A. in Political Science from the University of Manitoba. He has also taught English overseas and is currently the Editor and Publisher of G-FAN Magazine.

Ms. Jill Quilty – (Thompson, Manitoba) is a lawyer with Law North Law Corporation in Thompson Manitoba and practices Criminal, Divorce & Family Law. Her past work experience includes being an academic instructor and coordinator with the College of the North Atlantic in Stephenville NL. She holds a Juris Doctorate degree from Schulich School of Law from Dalhousie University; a Master of Education degree from Mount Saint Vincent University in Halifax; as well as Bachelors' degrees in English and Criminology. She has also served as a volunteer with the Juniper Center; a member of the Truth and Reconciliation Academic Working Group; and is a past member of the Ad Hoc Response Committee for Gender Discrimination, as well as the Indigenous, Black and Mi'kmaq Standing Committee.

Ms. Laurel Repski – (Winnipeg, Manitoba) is a former vice president (human resources, sustainability and audit) at the University of Winnipeg (2006-December 2018). She previously served as vice president (human resources) for the Canadian Wheat Board (2000-2006). She holds a certificate in human resource management from the University of Manitoba and has completed numerous related professional and leadership development programs. Her community involvement includes serving as a director for the All Charities Campaign, serving on the board of directors for the Manitoba Children's Museum and serving as chair and a member of the executive of the Manitoba Theatre for Young People.

Mr. Denis Robert – (St. Adolphe, Manitoba) is a retired principal with 32 years' experience in the Manitoba education system. He spent the last 23 years of his career working for College Béliveau which is one of the first French Immersion schools in Canada. His past work experience includes also owning and operating Les serres Robert Greenhouses in St. Adolphe. His community involvement includes being a volunteer for the 2017 Canada Games, Meals on Wheels; Winnipeg Harvest; humanitarian work in Dominican Republic, Peru, Bolivia Haiti and Malawi with Red River Mission (Rivière Rouge).

Mr. Ian Wishart – (Portage la Prairie, Manitoba) was first elected as the MLA for Portage la Prairie in 2011, & was appointed to cabinet as Minister of Education and Training in 2016. Ian holds a Bachelor of Science Degree in Agriculture from the University of Manitoba, and prior to becoming an MLA, he had a long and accomplished career in the agriculture industry as a producer raising cattle and as an advocate through a variety of organizations. Ian has served as President and Vice President of Keystone Agricultural Producers, on the executive of the Canadian Federation of Agriculture, and as a board member with the Manitoba Crop Insurance Board and the Manitoba Water Council. Ian received the Agri Food Award of Excellence for the environmental work he has done on the Alternate Land Use Services (ALUS) program that introduced the principles of Environmental Goods & Services to Canadian agricultural policy. Ian has also given back by volunteering with a number of community boards including the Portage Fair Board, the Delta Agricultural Conservation Co-op, and the Centennial Community Club.



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**PREMIER OF MANITOBA**

Legislative Building  
Winnipeg, Manitoba CANADA  
R3C 0V8

**A MESSAGE FROM THE PREMIER**

*On behalf of all Manitobans, I am pleased to congratulate those participating in the Better Business Bureau Foundation's LIFT program.*

*The LIFT program represents a tremendous opportunity for students, as well as those already in the workplace, to learn how to make ethical decisions and how to visualize the outcomes of different choices. The program equips students to recognize there are often several potential approaches to an issue, and how to identify the most ethical approach.*

*To those enrolled as students in the LIFT program, I convey my very best wishes to you now and in the future. You are acquiring important values that will serve you well throughout your careers. To the Better Business Bureau Foundation and LIFT program educators, I thank you for making this important contribution to the growth of program participants. You are making a positive, lasting difference in the lives of many Manitobans.*

A handwritten signature in blue ink, reading "Brian Pallister".

**The Honourable Brian Pallister**



## BBB Foundation

1030B Empress Street  
Winnipeg MB R3G 3H4  
Phone 204989-9010 ext. 105  
Fax 204 989-9016

Charitable Registration #  
75851 3725 RT 0001

January 24, 2019

To our Valued Donors and Sponsors:

We would like to take this opportunity to thank you for your contribution to the BBB Foundation. Your involvement supported us in delivering the LIFT Business Ethics Certification Program in 2018. LIFT is currently being delivered in 22 High Schools in Manitoba representing 11 School Divisions. We are also working with 2 post-secondary schools and 2 non-profit organizations supporting at-risk youth. Premier Pallister and 9 Mayors in Manitoba have provided letters of encouragement that are delivered to participants.

We're very grateful for your support in assisting us to build an honest and trustworthy workforce in our communities.

Thank you once again for making our mission a success. We look forward to your continued support.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read "Len Andrusiak", written over a horizontal line.

**Len Andrusiak, President & CEO**  
Better Business Bureau  
Director, BBB Foundation





# LIFT

Business Ethics  
Certification Program



Our LIFT program teaches the importance of integrity and ethics and how both of those concepts affect them right now and in their futures. The workshop and project based learning curriculum offers an introduction to business ethics as well as personal character lessons. These lessons focus on topics like responsibility, character, values, and development.

The LIFT Certification is offered to individuals who complete all aspects of the LIFT program, demonstrate knowledge of ethical standards for the workplace and have signed the LIFT Commitment to Conduct.

## 3 CORE COMPONENTS



**SCHOOL | WORK | PERSONAL**

LIFT is a free program being delivered to schools, youth organizations, non-profits and charities and businesses. BBB Foundation believes that by working together the community as a whole will benefit.



**Make a donation  
today!**

<https://manitoba.app.bbb.org/donatenow>

## TAKE A STEP IN GUIDING TOMORROW'S WORKFORCE

### Our Vision

Tomorrow's marketplace: one of trust and integrity.

### Our Mission

To support the future of business communities, raising up an ethical marketplace for tomorrow by creating both ethics education and opportunities for students.

### BBB Foundation

1030 Empress Street  
Winnipeg, MB R3G 3H4

Phone 204-989-9010 Ext 105

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Fax 204-989-9016

Email [malarcon@manitoba.bbb.org](mailto:malarcon@manitoba.bbb.org)



Charitable Number: 75851 3725 RR0001

\*Trades with the Council of Better Business Bureaus and its member organizations.





BBB Education Foundation of Manitoba Inc.  
1030B Empress Street  
Winnipeg, MB  
R3G 3H4

204-989-9010 ext. 105  
Charitable Number: #75851 3725 RR0001

THE WORK OF THE BBB FOUNDATION IS GREATLY ASSISTED BY YOUR GENEROUS SUPPORT.

TITLE: DR. MR. MRS. MS. OTHER

FIRST NAME: \_\_\_\_\_

SURNAME: \_\_\_\_\_

COMPANY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ PROVINCE: \_\_\_\_\_

POSTAL CODE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

BBB publishes a list of donors on our website, located at [www.bbb.org](http://www.bbb.org). Please indicate your preferred

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Name for Memorium (if applicable): \_\_\_\_\_

☐ I consent to allow BBB / BBB Foundation to send periodic information regarding initiatives and options for continued support. I understand I can unsubscribe at any time.

METHOD OF PAYMENT:

☐ CHEQUE OR MONEY ORDER (MADE PAYABLE TO BBB FOUNDATION)

☐ CREDIT CARD: Mastercard / Visa / American Express (Pls Circle)

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Expiry Date: \_\_\_\_\_ CVS (3 digits on back of card): \_\_\_\_\_

Cardholder's name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Please accept my donation of \$\_\_\_\_\_. Donations of \$25.00 or more will receive a tax receipt.

Donations can be made by filling out form and returning it to the BBB Foundation directly.

You can email to [malarcon@manitoba.bbb.org](mailto:malarcon@manitoba.bbb.org), fax to 204-989-9016 or mail to address above.



2019

SPONSORSHIP CATALOG



Invest in  
**an ethical  
marketplace**  
for tomorrow





# The Power of Partnerships

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Our community partners understand the importance and urgency of instilling today's youth with ethics and business acumen. We work together to create programs, curriculum and opportunities for youth in our communities. Together, we make a more ethical workforce for tomorrow.

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working **together** to create both  
ethics education and opportunities  
for students and youth.



The BBB Foundation invites you to participate in a rewarding opportunity to help create a stronger workforce for tomorrow, through our LIFT program.

LIFT focuses on the importance of ethics and personal brand and how they impact students today and into their future. LIFT provides decision making tools that students can use everyday. As technology widens our spectrum of communication, there is no better time to help students realize how ethics and character branding play an important role in their daily lives.

The workshop and project-based learning curriculum offers scenarios with ethical dilemmas and personal character lessons. Each student must present a case study project and sign a *Commitment to Conduct* form. Upon completion, participants are presented with a certificate that can be used to highlight their accomplishment on their resume.

Sponsorship Involvement will assist the BBB Foundation in bringing LIFT to more school classrooms across our region. Select a sponsorship level that best aligns with your interest of participation. We will work closely with your team to ensure your involvement in the LIFT program meets your expectations.

Attached is a copy of our BBB Foundation Sponsorship Agreement and Sponsorship Levels for your review and consideration. We look forward to discussing the LIFT program with you and answering any questions you may have.

To schedule an appointment please send your requests to: Mary Alarcon, Administrative Coordinator  
[malarcon@manitoba.bbb.org](mailto:malarcon@manitoba.bbb.org) 204-989-9010 Ext 105

Jamie Hall  
Board Chair  
BBB Foundation





# TAKE A STEP IN GUIDING TOMORROW'S WORKFORCE

## Our Vision

Tomorrow's marketplace:  
one of trust and integrity.

## Our Mission

To support the future of business communities, raising  
up an ethical marketplace for tomorrow by creating  
both ethics education and opportunities for students.

### BBB Foundation

1030 Empress Street  
Winnipeg, MB

R3G 3H4

Phone 204-989-9010 Ext 105

Toll Free 800-385-3074 Ext 105

Fax 204-989-9016

Email [malarcon@manitoba.bbb.org](mailto:malarcon@manitoba.bbb.org)





# ETHICAL CHALLENGES FACING TODAY'S YOUTH



## CHEATING

Percentage of students who said they participated in some form of cheating, whether it was on a test, plagiarism or copying homework.\*\*



## LYING

**27%** Would Lie to Get a Job.  
**58%** Lied Two or More Times.  
**78%** Lied to a Teacher.  
**79%** Lied Two or More Times.  
**92%** Lied to Their Parents.  
 IN THE PAST 12 MONTHS.\*\*



## GRADUATE STUDENT CHEATING

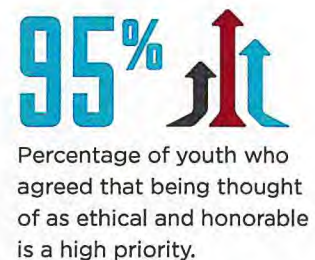
**56%** of Business Students  
**54%** of Engineering Students  
**48%** of Education Students  
**45%** of Law Students  
 ADMITTED TO CHEATING\*\*



## STEALING

Percentage of males and females who say they stole something from a store in the past 12 months.\*

## THE GOOD NEWS



The BBB Foundation works to bridge the gap between the status quo and the ideal statistics.

Statistics collected from the \*Josephson Institute 2012 Reports Card on the Ethics of American Youth and the \*\*2005 Rutgers Business School survey.



SPONSORSHIP LEVELS	ETHICS CHAMPION SPONSOR \$25,000+	BETTER BUSINESS LEADER SPONSOR \$10,000+	PROGRAM SPONSOR \$1000/ program	COMMUNITY SPONSOR \$295-\$1000	MEDIA & IN-KIND SPONSOR
Manitoba-wide recognition in BBB Foundation's print materials	✓	✓	✓	✓	✓
Company name, logo and link included in BBB Foundation SmarterU Portal	✓	✓	✓	✓	✓
Company name, logo and link included on BBB's sponsor webpage	✓	✓	✓	✓	✓
Plaque recognition	✓	✓	✓	✓	✓
Verbal acknowledgement at all BBB events	✓	✓			
Recognition in news articles, press releases, and media events as appropriate	✓	✓	✓	✓	
Recognition at events attended by BBB (awards luncheon, fundraisers, tradeshow)	✓	✓			✓
Social media mentions	52	26	5	5	5
Company name and logo on social media profile cover or suitable placement	✓	✓			
Invitation to present certificates. Includes live recognition and sponsor name on certificates.	Logo on certificate		✓		
Letter from company included in sleeve of course package			✓		
Option to provide company giveaway	✓	✓	✓		





Better Business Bureau Foundation  
1030-B Empress Street  
Winnipeg, MB R3G 3H4  
Ph. (204) 989-9010  
Fax (204)989-9016

## Sponsorship Agreement

\_\_\_\_\_ wishes to become a Sponsor with the Better Business Bureau Education Foundation of Manitoba Inc (BBB Foundation) and agrees to abide by the terms and conditions set forth below. BBB Foundation is a registered Non-Profit Corporation that is currently applying for charitable status with CRA. No tax receipts can be issued at this time.

### 1. Use of Sponsorship Contributions:

BBB Foundation sponsorship contributions are directed to the BBB Foundation. The BBB Foundation is committed to development and delivery of an education programs in our region. The primary program of the Foundation is known as LIFT, which focuses on Business Ethics and Character Certification to support the Vision and Mission of the BBB. We invite you to view our full Vision and Mission Statement at the following link. <https://www.bbb.org/manitoba/bbb-foundation/about-us/>

All businesses accredited with BBB are held to the *BBB Code of Business Practices (BBB Accreditation Standards)* and are expected to comply fully with this code, in order to maintain their accreditation status. This Code may be amended from time to time by BBB. Although Sponsors are not contractually committed to comply with BBB Accreditation Standards, this is provided for your information and review.

### 2. Sponsorship

All sponsorship dollars shall be deemed fully received once paid and shall be non-refundable. Sponsorships are reviewed annually and notification will be provided if subject to change. The BBB Foundation Web page will acknowledge your participation as a Sponsor (unless otherwise requested) during the period of 12 months representing your contribution period.

### 3. Sponsorship Levels - We have attached Exhibit 1: Sponsorship Segment & Benefits

Select:

- \_\_\_\_\_ Ethics Champion Sponsor \$25,000+
  - Premier recognition in all areas of marketing and promotion
- \_\_\_\_\_ Better Business Leaders Sponsors \$10,000+
  - Recognition in select areas of marketing and promotion
- \_\_\_\_\_ Program Sponsor \$1000
  - Program recognition delivered in a specific school of their choiceSchool \_\_\_\_\_
- \_\_\_\_\_ Community Sponsor \$295 - \$1000
  - Recognition as a supporter of the BBB FoundationAmount \$ \_\_\_\_\_
- \_\_\_\_\_ In-Kind Sponsors
  - In-kind sponsors donate goods or services as their sponsorship offering.
- \_\_\_\_\_ Media Sponsor
  - A media sponsor is a company that finances or secures media coverage for an organization, program or event.
- \_\_\_\_\_ Personal Donation  
Amount \$ \_\_\_\_\_

#### 4. Relationship of Parties

a. You are not and will not represent yourself as an agent, representative, partner, subsidiary, joint venture, or employee of BBB or BBB Foundation, nor can you represent that you have any authority to bind or obligate BBB or BBB Foundation in any manner or in any thing.

b. Nothing in this agreement shall confer any endorsement or approval of your products or services. Your permitted reference to sponsorship is intended only to convey a commitment to BBB Foundation.

Business/Organization Name		Phone Number	Fax Number
Annual Sponsorship		Total Amount:	
Street Address, City			Postal Code
Name of Representative	Title		
Form of Payment (Visa, MC, Cheque)			
Credit card information will be provided verbally and transcribed into a secure encryption gateway through Autorize.net			
Email Address:			
Web Site:			
Canada's Anti-Spam Legislation Opt-In to receive Email or Text from the BBB Foundation Date:	YES		NO

Signature of Applicant	Date
------------------------	------

BBB Foundation, Executive Secretary - Len Andrusiak	
Signature	Date



## **ASSISTANT SUPERINTENDENT – HUMAN RESOURCES**

River East Transcona School Division (RETSd) is the province's second largest school division, a division committed to providing educational opportunities to all students in a safe and secure environment. The division has an enrollment of over 16,500 students, approximately 2,800 employees and a budget of approximately \$192 million.

### **The Opportunity**

Reporting to the superintendent/CEO, the successful candidate will be part of the division's senior administrative team comprised of the superintendent/CEO, four assistant superintendents, and the secretary-treasurer/CFO. The successful candidate will be responsible for, but not limited to:

- the human resource administration for instructional staff, including employee and labour relations, collective bargaining, recruitment, selection, and staffing for all schools
- the divisional evaluation/assessment/professional growth programs for school principals;
- the recruitment, selection and assignment of instructional staff;
- supporting the creation of learning environments that foster conditions which promote the improvement of educational opportunities for all students;

Detailed roles and responsibilities specific to this position can be found on the River East Transcona School Division website at:

<http://www.retsd.mb.ca/yourrets/Policies/Documents/CDBB.pdf>

### **Attributes:**

- a minimum of ten (10) years of progressively responsible leadership and management experience
- demonstrated leadership ability in administration, which includes, but not limited to, instructional strategies and assessment, supervision and evaluation, human resource administration and collective bargaining
- demonstrated commitment to excellence in teaching and learning and success working as a member of a collaborative team
- demonstrated commitment to the development and support of a learning community that includes shared decision-making, school-based planning and implementation of priorities
- possess excellent interpersonal communication, problem-solving, mediation, facilitation and technology skills
- have the ability to make difficult decisions and the courage to do what is best for students

**Qualifications:**

- Master's degree with preference in Human Resources and/or Education Leadership or equivalent
- Valid Manitoba teacher's certificate (considered an asset)
- Chartered Professional in Human Resources (CPHR) certification (considered an asset)

**Start Date:** July 2, 2019

External applicants must supply a Criminal Record Search and a cleared Child Abuse Registry check upon hire.

Submit resumé, including a statement of leadership philosophy and four references, by 4:00 p.m. **Monday, February 25, 2019** to:

**Superintendent/CEO  
River East Transcona School Division  
589 Roch St.  
Winnipeg MB R2K 2P7  
Email: [kbarkman@retsd.mb.ca](mailto:kbarkman@retsd.mb.ca)**

RETSD employment opportunities are advertised on our website at  
[www.retsd.mb.ca](http://www.retsd.mb.ca) – Careers