



**LEADING  
FORWARD**  
*for ALL students*



MANITOBA  
**School Boards**  
ASSOCIATION

60th Annual Convention  
March 21 – 22, 2024  
Victoria Inn Hotel & Convention Centre, Winnipeg



**2024 RESOLUTIONS  
AND SPECIAL BUSINESS**



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## NOTICE OF MOTION

The Chair of the MSBA Resolutions and Policy Committee shall move or cause to be moved a motion regarding adoption of the Rules of Procedure for the resolution process, as follows, at the MSBA Annual General Meeting:

### 2024 RULES OF PROCEDURE

#### Process:

1. All resolution proceedings shall be governed by these rules of procedure, the MSBA Act, and the MSBA By-Laws. In the event of any conflict, the provisions of the MSBA Act and the MSBA By-Laws shall prevail. Where any of the aforementioned identified instruments are silent, the current edition of Robert's Rules of Order Newly Revised, shall apply.
2. The resolution process shall be conducted by a "Resolutions Chair", referred to in the following sections as the "Chair".
3. The Chair will advise the membership of the disposition of emergent resolutions submitted to the MSBA Executive and request the assembly's consideration of those late resolutions not adopted by the Executive.
4. Resolutions shall be dealt with in the following order:
  - (a) consideration of new resolutions in the order listed in the resolutions booklet and any emergent resolutions adopted by the MSBA Executive at the end of the section in which the resolution is assigned (point #3 above);
  - (b) consideration of emergent resolutions not adopted by the MSBA Executive but approved by the assembly for debate;
  - (c) any resolution(s) for reconsideration in the order of receipt by the Chair (point #25).
5. Should any resolution be identified as a particular concern of the assembly, that resolution may be brought forward in the convention proceedings for discussion and debate by majority consent of the assembly. A motion requesting this action must be moved and seconded.
6. Proposed resolutions shall be read and moved by members of the Resolutions and Policy Committee and the Chair shall immediately ask for a seconder who may speak to the proposed resolution and close debate.

#### Resolutions:

7. Resolutions submitted by any member board in the period between the deadline for receipt of regular resolutions and the final Executive meeting preceding the annual general meeting will be considered emergent resolutions.

The Executive will assess emergent resolutions to determine whether the issue addressed was evident prior to the deadline for submission of regular resolutions. Where the Executive deems the resolution to be truly emergent in nature, it will be included among those for consideration at the annual general meeting.

Any emergent resolution not adopted by the MSBA Executive will require a separate motion to be added to the annual general meeting agenda and must be moved and seconded and receive the support of not less than two-thirds of the delegates present and voting in order to be considered.

2024 Rules of Procedure, cont'd...

8. Any resolution sponsored by the provincial executive will be deemed to be a regular resolution, whether or not it meets the timeline outlined above.
9. Extraordinary resolutions arising out of the business of the annual general meeting may be considered if consideration is supported by a two-thirds majority of voting trustees.

Debate:

10. As soon as a proposed resolution has been moved and seconded, the Chair will call upon the seconder to explain the proposed resolution.
11. The Chair will then ask if any delegate wishes to speak against the proposed resolution. If no delegate so indicates, the seconder will be invited to close debate and the question will be called.
12. Once any delegate speaks in opposition to the proposed resolution, debate shall begin and continue until the question is called in the usual manner. The seconder will have the right to be the final speaker in the debate.
13. Each delegate wishing to speak to a resolution must first be formally recognized by the Chair and shall announce their name and school division/district before speaking to the resolution to be debated.
14. No delegate shall speak to a resolution more than once, except the seconder of the resolution, and debate shall be limited to three (3) minutes unless permission for an additional three (3) minutes is granted by general consent of the assembly.
15. Associate members may, at the discretion of the Chair, speak on a point of information but may not enter into the debate, nor may they move, second, or vote on a resolution.

Voting:

16. Member school boards who have at least one trustee in attendance at the Annual Convention shall be eligible to vote, via board ballots, on by-laws and by-law amendments, and the appointment of the auditors. Trustees from member boards who are registered Convention delegates are voting delegates eligible to vote on all resolutions other than those requiring board ballots, as described above.
17. A quorum shall consist of not less than 100 voting delegates present virtually or in person at the time the vote is called on any motion before the assembly.
18. The Resolutions and Policy Committee [By-Law #5, (10)] shall be responsible to know the voting strength at all times on the convention floor, and shall be responsible for ruling on any disputes over the issuance of voting cards and ballot books.
19. All voting shall be by show of hands (using the authorized voting cards) unless:
  - (a) the Chair, in their discretion, calls for a standing vote before announcing the results of a vote by show of hands, or
  - (b) immediately after the result has been announced by the Chair, one delegate calls for a standing vote.

Voting at virtual meetings shall be by a roll-call vote of each school board (for board ballot votes) or by an electronic voting platform approved by the Executive for regular resolutions.

2024 Rules of Procedure, cont'd....

20. A favourable vote of not less than two thirds of the board ballots cast shall be required to approve any amendments/changes to the By-Laws or MSBA Act. All other questions shall be decided by majority vote of those delegates present and voting unless otherwise specified in these rules of procedure.

Amendments:

21. A delegate may, at any time during the debate on a resolution, move an amendment, providing it is relevant to and deals with the same subject matter as the original resolution. Amendments must be seconded.
22. The Chair has the prerogative to divide a question into two or more questions so as to allow for a separate vote on any particular point or points, if the Chair deems that the division of the question will facilitate debate.
23. No more than one amendment and one amendment to the amendment (sub-amendment) will be accepted by the Chair at any one time.
24. The Chair may, in their discretion, require that any amendment to a resolution be submitted in writing.

Reconsideration:

25. A written notice of motion to reconsider a vote on the resolution shall be presented to the Chair, and may only be submitted by a delegate who originally supported the vote on that particular resolution. Upon validation of the request for reconsideration, the Chair shall immediately announce that a motion to reconsider will be presented after all other convention resolutions have been considered in accordance with [Section 4 (c)] above.

# BY-LAWS

**BY-LAW 2 (3)(3)** ..... **B-01-24**  
(MSBA Executive)

**BE IT RESOLVED THAT that the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 2(3)(3):**

**From: “liaison and co-operation with Manitoba Education, the Manitoba Teachers’ Society, the Manitoba Association of School Superintendents, and the Manitoba Association of School Business Officials;**

**To: “liaison and co-operation with governments; organizations designated to represent teachers, superintendents, business officials, parent and parent advisory councils; and other entities whose mandates serve the interests of our membership;**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 2(3)(3), Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

The amended language serves to generalize those entities with which the association liaises and cooperates during the course of its duties, in an effort to serve our members. By generalizing this language, greater adaptability and flexibility will be promoted given that the Association already, on behalf of its membership, liaises and cooperates with a wide range of organizations both within and outside of Manitoba in an effort to promote the cause of public education. This liaison and cooperation is not limited exclusively to those organizations listed under the By-Law. Lastly, by removing the specific names of educational partners, this By-Law will also accommodate any changes that may be made in future to the legal entity of any organization, should name changes be adopted by our partners.

**BY-LAW 2 (3)(8)-(10) ..... B-02-24**  
(MSBA Executive)

**BE IT RESOLVED THAT that the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 2(3)(8)-(10).**

**From:**

- 7. development of new administration tools;**
- 8. other services as deemed appropriate and necessary by member boards.**

**To:**

- 8. development of new administration tools;**
- 9. human resources;**
- 10. other services as deemed appropriate and necessary by member boards.**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 2(3)(8)-(10), Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

This amendment reflects the addition of human resources consulting services to our members commencing in November, 2022, By formally including human resources to the list of services, it is therefore necessary to add this service to the list of services provided by the Association to its members, which also necessitates a renumbering to the list.

**BY-LAW 3 (1) ..... B-03-24**  
(MSBA Executive)

**BE IT RESOLVED THAT the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 3(1).**

**From: A board that meets the criteria for membership in the association (as defined in The Manitoba School Boards Association Act) is, upon payment of the assessed membership fee, a full members of the association, except as described in #2, below.**

**To: A board that meets the criteria for membership in the association (as defined in The Manitoba School Boards Association Act) is, upon payment of the assessed membership fee, a full member of the association, except as described in #2, below.**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 3(1), Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

A grammatical amendment reflecting appropriate use of singular rather than plural for the word “member(s)”.

**BY-LAW 4 ..... B-04-24**  
(MSBA Executive)

**BE IT RESOLVED THAT the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 4.**

**From: In all business of the Association, where the rules of procedure are silent, the current edition of Robert's Rules of order shall apply.**

**To: In all business of the Association, where the rules of procedure are silent, the current edition of Robert's Rules of Order shall apply.**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 4, Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

Capitalization of the word “order”, to appropriately reflect the formal title of “Robert’s Rules of Order” as appropriate within the meaning/context of this provision.

**BY-LAW 5 (9)(a)(ii) ..... B-05-24**  
(MSBA Executive)

**BE IT RESOLVED THAT the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 5(9)(a)(ii).**

**From: Any region that consists of only one school board may, at its discretion, elect or appoint it’s Director at a time or place other than the Annual Convention.**

**To: Any region that consists of only one school board may, at its discretion, elect or appoint its Director at a time or place other than the Annual Convention.**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.



Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 5(9)(a)(ii), Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

Grammatical correction to the conjunctive word “it’s” and replacement with the possessive word “its”, as appropriate in the meaning/context of this provision.

**BY-LAW 6 ..... B-06-24**  
(MSBA Executive)

**BE IT RESOLVED THAT the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 6.**

**Reversing the striking out of the word “regions” in order to restore this sub-heading–**

**From: Regions**

**To: Regions**

**By-Law 6, Region 5 (Suburban)**

**From:**

<b>St. James-Assiniboia</b>	<b>River East Transcona</b>
<b>Pembina Trail</b>	<b>Seven Oaks</b>
<b>Louis Riel</b>	<b>Division Scolaire Franco-Manitobaine (4 reps)</b>

**To:**

<b>St. James-Assiniboia</b>	<b>River East Transcona</b>
<b>Pembina Trails</b>	<b>Seven Oaks</b>
<b>Louis Riel</b>	<b>Division Scolaire Franco-Manitobaine (4 reps)</b>
<b><u>Manitoba Institute of Trades and Technology</u></b>	

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 6, Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

During the course of historical revisions to the By-Laws, at some point the sub-heading “Regions” under By-Law 6 was stricken from the record even though it ought not to have been. Provincial Executive therefore proposes restoration of this heading within the By-Laws.

Furthermore, at the Association’s Annual Convention held in 2018, the Manitoba Institute of Trades and Technology was recognized by the membership as a member of the Association based upon its formal legal status as a public school board under The MITT Act; however, MITT was never added to the list of Region 5 members under the By-Laws. This proposed amendment now recognizes MITT under the Region 5 sub-heading, in reflection of its standing membership.

Finally, there is need for a correction to the spelling of Pembina Trails, by adding an “s” at the word of the word “Trail”

**BY-LAW 6 (2)(b)..... B-07-24**

(MSBA Executive)

**BE IT RESOLVED THAT the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 6(2)(b)**

**From: Trustees may attend regional meetings in person or, where appropriate provisions have been made, they may join such meetings via teleconference or other electronic means. In those instances where a trustee participates in a regional meeting through electronic means, he or she will be considered to be in attendance, and shall have all the same rights as those trustees physically present at the meeting.**

**To: ~~Members~~ may attend regional meetings in person or, where appropriate provisions have been made, they may join such meetings via teleconference or other electronic means. ~~In those instances where a trustee participates~~ **Members participating** in a regional meeting through electronic means ~~he or she~~ will be considered to be in attendance, and shall have all the same rights as those ~~trustees~~ **members** physically present at the meeting.**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 6(2)(b), Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

With the transition from the Manitoba Association of School Trustees to the Manitoba School Boards Association in 1990, replacing the word “trustee(s)” with “member(s)” within this by-law serves to reflect the Association’s modern practice.

**BY-LAW 8 (4)..... B-08-24**

(MSBA Executive)

**BE IT RESOLVED THAT the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following housekeeping amendments to By-Law 8(4)**

**From: Any question arising at any meeting of the Executive shall be decided by a majority of the members present. The Chair, consistent with the provisions of *the Public Schools Act* (section 31) as it applies to the Chair of all school boards, has the option of voting with the members of the Executive on all issues.**

**To: Any question arising at any meeting of the Executive shall be decided by a majority of the members present. The Chair, consistent with the provisions of *The Public Schools Act* (section 31) as it applies to the Chair of all school boards, has the option of voting with the members of the Executive on all issues.**

Rationale:

At its formal retreat in May, 2023, MSBA Provincial Executive identified the completion of a comprehensive review of the association’s Executive Manual as a priority over the next four years. To that end, a subcommittee of the Provincial Executive has been established to undertake this review alongside of association staff, and to submit necessary amendments for approval of the membership, as applicable.

Any amendments to MSBA By-Laws require a 2/3 vote of the membership in order to pass. These amendments also include minor housekeeping amendments. In respect of By-Law 8(4), Provincial Executive offers the following explanation for why membership approval is being sought at this juncture:

Capitalization of the word “The”, to appropriately reflect the formal title of “The Public Schools Act” as appropriate within the meaning/context of this provision.

**BY-LAW 10 ..... B-09-24**  
(MSBA Executive)

**BE IT RESOLVED THAT BE IT RESOLVED that the membership of the Manitoba School Boards Association, in an effort to modernize the Association By-Laws, approve the following amendment to By-Law 10 by adding as follows:**

**3. In all matters pertaining to a minor housekeeping amendment(s) as may, from time to time, be required to these by-laws in respect of corrections to wording, grammar, spelling, capitalization, punctuation, verb tense, orthography, font, paragraph structure, or harmonization of provisions with emergent changes beyond the control of the Association, the Association’s Provincial Executive may effect such amendment(s) without seeking two-thirds approval from the Association’s membership, provided such items are itemized in a memorandum, for information only, sent to the membership via the Chairperson or interim leadership of each member a minimum of one month in advance of any such housekeeping amendment(s) coming into effect, and provided that no substantive change is undertaken in regard to the meaning or effect of any such by-law as a result of any such amendment(s). Should any member wish to contest any such minor housekeeping amendment(s), they shall forward such communication to the Association’s President within the one month period prior to any such amendment(s) coming into effect and the President shall table this communication before the Provincial Executive for review and consideration at the next meeting of the Provincial Executive. Any such housekeeping amendment to the by-laws that is contested by a member shall be introduced by MSBA Provincial Executive as a formal By-Law amendment at the next Annual Convention of the Association, as per By-Law 10(1)-(2).**

Rationale:

While every effort has been made by Provincial Executive and Association staff to review the contents of each by-law as part of the comprehensive review process, with particular regard to wording, grammar, spelling, capitalization, punctuation, verb tense, orthography, font, paragraph structure, and harmonization of provisions with emergent changes beyond the control of the Association, that minor housekeeping amendments themselves reflect the possibility for errors and omissions is more than evident.

In future, should any corrections be required to the by-laws that are minor housekeeping and non-substantive in nature, Provincial Executive would encourage the members to confer the above enabling authority under by-law 10, to ensure that corrections can be made without the formality of seeking a two-thirds vote from the membership on such corrections.

Provincial Executive regards the Association by-laws as a constitutional framework and ensure that no amendment is ever made without due process, we are proposing appropriate checks and balances as included in the proposed wording of this new subsection 10(3). This limitation upon any unilateral ability of the Provincial

Executive to amend the by-laws, even for minor housekeeping purposes, reflects the minimum one month advance notice period provided both under by-law 5(11)(c) "Contents" which states:

**By-law amendments or new by-laws:** Resolutions in this category require a minimum of one month notice to members (Association by-law #10). For this reason, no extraordinary by-law amendments or new by-laws may be considered, and any emergent ones must be submitted at least one month prior to the meeting at which they are to be considered. (underlining added for emphasis).

as well as the one month advance notice period identified under by-law 10(1) which also states:

These by-laws may be amended by board ballot at any regularly called Convention of the Association provided notice in writing of the intended amendments has been given to the Executive Director and circulated to all member boards at least one month prior to the Convention. (underlining added for emphasis).

In this way, Provincial Executive seeks to balance the time and focus of the membership on policy and substantive resolutions during Annual Conventions, without requirement for time to be invested in minor housekeeping amendments during the Resolutions session as occurs regularly during Annual Conventions.

# AUDITOR AND FINANCIALS

## RECEIPT OF FINANCIAL STATEMENTS..... A-01-24 (MSBA Executive)

**BE IT RESOLVED THAT the audited financial statements for the fiscal period ending June 30, 2023 be received.**

The members of the Manitoba School Boards Association are hereby notified that the following resolution constitutes special business to be transacted pursuant to the Corporations Act.

## APPOINTMENT OF AUDITOR..... A-02-24 (MSBA Executive)

**BE IT RESOLVED THAT KPMG LLP be re-appointed as the Manitoba School Boards Association auditors for the fiscal period ending June 30, 2024.**

### Notice:

In keeping with applicable provisions under *The Corporations Act*, all members are advised that the above motion constitutes special business, and shall be transacted during the forthcoming annual convention and annual general meeting of the Manitoba School Boards Association, to be held Friday, March 22, 2024 between the hours of 7:30 a.m. and 6:30 p.m. (Central Daylight Time).

### Rationale:

The motion to appoint an auditor is now featured as part of the annual resolutions process, being an Executive Resolution. By including this motion under the annual resolutions process, it is intended that feedback and input will be obtained from the membership before each annual convention takes place.

It is important to clarify that sections 156(3) and 158(1) of *The Corporations Act* provide clear guidance for the future. In the event that membership is not able to come to a decision regarding this motion, section 156(3) provides that, notwithstanding that shareholders (read "*members*") may not have appointed an auditor at an annual meeting, "the incumbent auditor continues in office until his successor is appointed". Section 158(1) further provides for continuance in office of the incumbent auditor, until there is a valid appointment of a successor by member boards or the auditor resigns, dies or is removed, in accordance with the Corporations Act.

Finally, all boards should be aware that, once this resolution does in fact appear before the annual convention in March, 2021, the present motion shall be considered and voted on by the eligible and lawful membership of the association through board ballot, consistent with section 15(b) of *The Manitoba School Boards Association Act*.

If members have any questions on this motion in advance of the MSBA November 2023 regional meetings or the March 2024 annual convention, we request that all such communications be routed through Board Chairpersons to Josh Watt, MSBA Executive Director, by telephone at: (204) 594-5162 or by email: [jwatt@mbschoolboards.ca](mailto:jwatt@mbschoolboards.ca).

# SCHOOL BOARDS AND TRUSTEES

**SCHOOL YEAR START DATE .....SB-01-24**  
 (Region 2)

**BE IT RESOLVED THAT the Manitoba School Boards Association lobby the Provincial Government to remove legislation that requires the start of the school year to occur after Labour Day.**

Rationale:

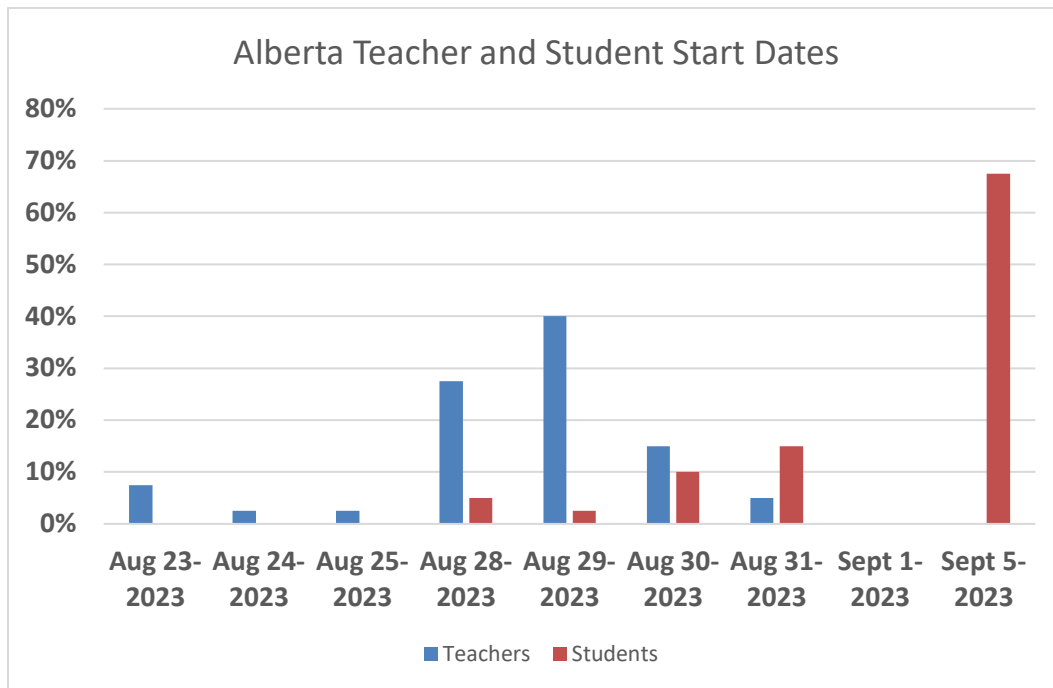
The current Public Schools Act, Regulation 101/95 currently reads (emphasis added):

*School year*

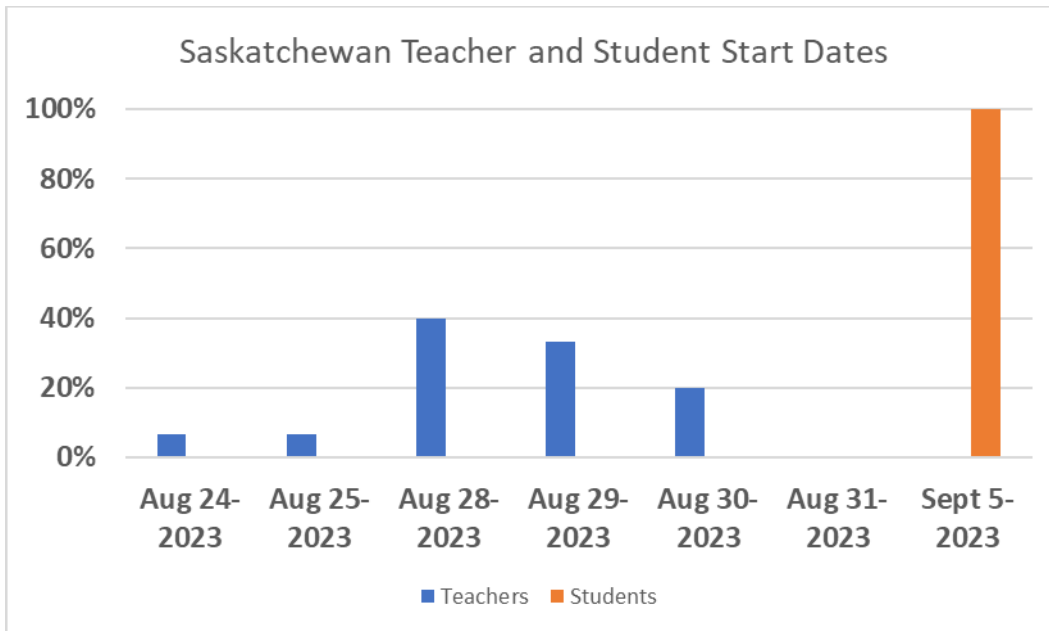
*3(2) For the purpose of subsection (1), **only days after Labour Day** and before July 1 may be counted as days in the school year. Further, June 30 must not be counted as a day if it falls on a Monday.*

As this legislative restriction was put into effect over 20 years ago, it is worth revisiting its value to both staff and students within our education system.

Looking at information from our neighboring prairie provinces demonstrates that Manitoba is alone in entirely limiting its school year to occur between Labour Day and June 30<sup>th</sup>. Below are the results of environmental scans of all school divisions in Alberta (AB) and Saskatchewan (SK) that have publicly accessible calendars.

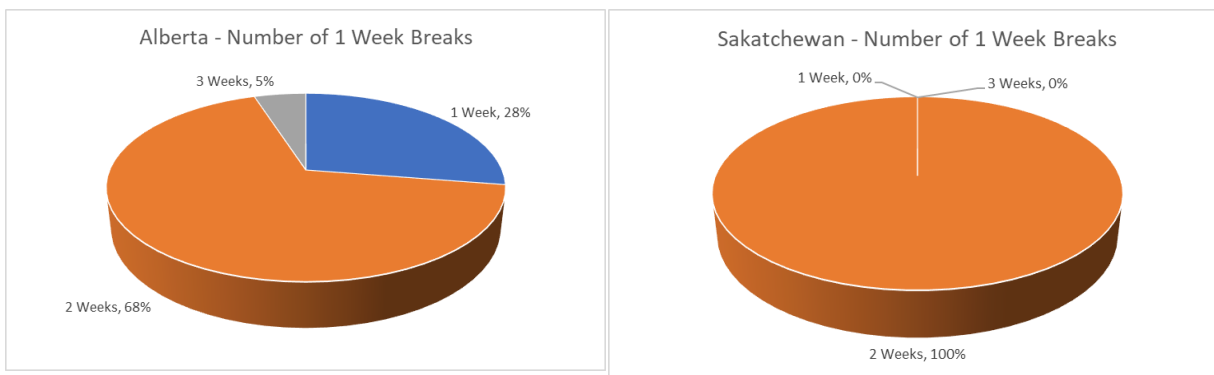


Source: <https://education.alberta.ca/boundary-maps/school-jurisdiction-maps/?searchMode=3a> Education.  
 Accessed: August 16-24, 2023.



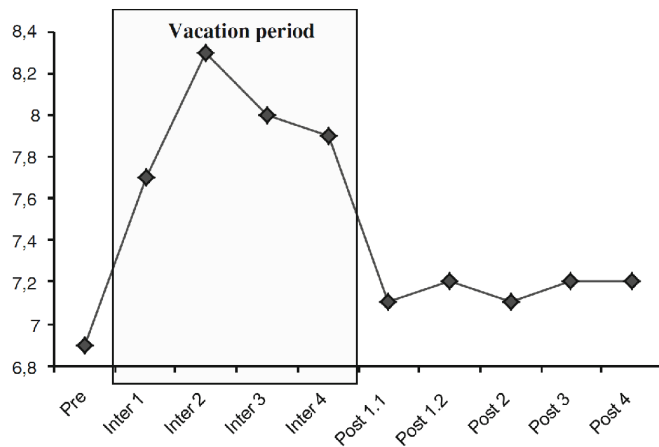
Source: <https://www.saskatchewan.ca/residents/education-and-learning/prek-12-education-early-learning-and-schools/k-12-school-divisions-in-saskatchewan#public>. Accessed: August 25-30, 2023.

With the school year structure in place in AB and SK, there is more flexibility in creating more meaningful breaks throughout the school year. In the following charts we see the number of week-long breaks that are incorporated into the school years in AB and SK in addition to a 2-week Christmas Break.



The calendar structure in AB and SK yields similar quantities of operational school days, both averaging 195 days (range: 189 to 198), to Manitoba schools which are providing 196 days in this school year.

The reason why we feel it is important to re-examine the present school year structure is because we believe there are benefits to both students and teachers to incorporate larger meaningful breaks into the school year. In a study published in the Journal of Happiness Studies in 2013 looked at the Health and Wellbeing (H&W) of 54 subjects during their vacation period.<sup>1</sup> The study looked at a composite of six indicators (health status, fatigue, satisfaction, mood, tension and energy level) as a measure of H&W. This study specifically examined holidays at least 14 days in length to determine at what point in that period people experienced the greatest benefit and found that H&W increased quickly during vacation, peaking on the eighth vacation day and began diminishing thereafter (see figure 1 from study)



**Fig. 1** Mean levels of H&W (1–10) before, during and after vacation

Inter 1 - 4th day; Inter 2 - 8th day; Inter 3 - 12th day; Inter 4 - 16th day

If we look at evidence from educational environments, we could unfortunately find no research on the benefits of periodic breaks in the elementary or high-school year. However, if we look at the experience of universities, there is more empirical literature. In a study of engineering students in Ontario they studied 60 male first-year engineering students from two universities, one with and one without a mid-semester break.<sup>2</sup> The students had periodic evaluation of their stress hormones (cortisol and dehydroepiandrosterone - DHEA). The cortisol to DHEA ratio has been demonstrated to be a strong indicator of stress. The study found that the cortisol to DHEA ratio increased to a higher degree in the students with no mid-semester break compared to those with a break, emphasizing poorer overall mental health. Most post-secondary institutions now incorporate a one 1-week break into the middle of each of their semesters of schooling, including the University of Manitoba and University of Winnipeg.

The overall concept of allowing the school year to start before Labour Day was discussed with the Teachers Association in Prairie Rose School Division and they provided support for this motion and added that they perceive operational value in having professional development front-loaded in the school year. They also believe that additional meaningful break(s) within the school year would be beneficial for teacher and student wellbeing.

With evidence pointing to the value of meaningful breaks to both employees and students it would be prudent for Manitoba to adopt a more flexible calendar structure that would give the option to school divisions to generate these breaks into their school year calendar. As is evidenced in looking at AB and SK school calendars, a very minimal change to the summer break (shortening it for teachers and/or students by a few days) can result in incorporating a second or third one-week break into the school calendar, allowing both staff and students to have more meaningful and restful breaks throughout the school year.

1. Bloom J, et al. Vacation (after-) effects on employee health and well-being, and the role of vacation activities, experiences and sleep. *Journal of Happiness Studies* 2013; 14: 613-633.
2. Khan, A., Poole, H., & Beaton, E. A. (2018). Measuring the impact of a weeklong fall break on stress physiology in first year engineering students. *The Canadian Journal for the Scholarship of Teaching and Learning*, 9(2), 9.



# FUNDING AND FINANCIAL MATTERS

## **INCREASED SUPPORT AND RESOURCES FOR NEWCOMERS .....FFM-01-24** (Region 2)

**BE IT RESOLVED THAT the Manitoba School Boards Association lobby the Provincial Government for increased support and resources in the form of settlement services and English/French as an Additional Language (EAL) support for school divisions which are experiencing higher enrollment of new immigrant families. These initiatives are crucial in ensuring successful integration and education for newcomers in our communities.**

Rationale:

Higher immigration has resulted in greater need for additional supports. If the province has a plans to increase immigration numbers, schools will need additional resources to support newcomers and their families.

## **NEW SCHOOL CONSTRUCTION PROJECTS .....FFM-02-24** (Region 2)

**BE IT RESOLVED THAT the Manitoba School Boards Association lobby the Provincial Government to provide school divisions with a comprehensive guideline that outlines the steps that school boards must follow in order to qualify to be added to the list of new school construction projects and to establish a consultative process to support decision making around new school construction projects.**

Rationale:

Currently, there is no clear roadmap identifying the steps or criteria for qualifying for a new school construction project. What are the determinants for being selected for new construction? How many portable classrooms before a new school is considered? What if multiple schools are at capacity and students are using libraries or music rooms for classrooms does that influence the decision-making process – what things are considered when a division is experiencing growth and feels a new school is required?

## **NEW FUNDING FORMULA.....FFM-03-24** (Region 2)

**BE IT RESOLVED THAT the Manitoba School Boards Association calls upon the Manitoba Government for a review of the Property Tax Offset Grant (PTOG), and to clarify the exercise of school board taxation authority without restrictions and penalties.**

Rationale:

School Boards in the province are without a clear funding formula and they need to know how they will be funded as budget preparation time for 2024-25 is fast approaching. Will Divisions be using their taxation authority or will they be bound by the Property Tax Offset Grant formula? Some divisions opted out of this formula last year, will PTOG be dropped or is it only a suggestion used by some boards and not by others?

**MUNICIPAL PROPERTY TAX EXEMPTION .....FFM-04-24**

(Region 5)

**BE IT RESOLVED THAT the Manitoba School Boards Association lobby the Manitoba Government to amend *The Municipal Assessment Act* to remove the collection of tax on all School Division owned property and to limit special service levies.**

Rationale:

The Municipal Assessment Act exempts properties that are “used for a public school” from taxation. The City of Winnipeg only provides the exemption to active school sites, failing to account for the reality that non-school facilities such as education resource centres and administration offices are necessary components of a high quality and inclusive public education system.

# TRANSPORTATION

## **BUS SAFETY.....T-01-24** (Region 2)

**BE IT RESOLVED THAT the Manitoba School Boards Association lobby the provincial government to pursue two actions to make school bus loading and unloading safer.**

- **Increasing the penalties for vehicles passing a stopped school bus that has its stop arm extended and red loading lights flashing,**
- **Undertaking a stronger educational and information campaign that emphasizes regulations related to school bus safety and informs the public of potential penalties, and worse yet, potential tragedies.**

Rationale:

Within Garden Valley School Division, our bus cameras reveal that on average there are 4 violations per week, 4 occasions per week when a vehicle passes a stopped school bus that has its stop arm extended and its red loading lights flashing. Believing this is not unique to our division, we believe this needs to be addressed before a young child is killed by such a driver.

Manitoba has enacted stiffer penalties for distracted driving; the fine is \$672.00 and comes with 5 demerits and a three-day license suspension. Presently, the fine for vehicles passing a stopped school bus that has its stop arm extended and its red loading lights flashing is \$673.65 and two demerits. We would invite a review of this penalty and encourage that it also involves a license suspension and additional demerits. While no number of demerits and suspensions are sufficient for the loss of life, additional penalties may act as an even strong deterrent.

We would also strongly encourage a government education and information campaign to remind all motorists in Manitoba of the extreme danger of passing a stopped school bus. We need to do more to protect the lives of our children in Manitoba.

## EXTERNAL ORGANIZATIONS

### TEACHER CANDIDATES STRUCTURED LITERACY INSTRUCTION ..... EO-01-24 (Region 3)

**BE IT RESOLVED THAT the Manitoba School Boards Association lobby Faculties of Education in Manitoba to create a course for Early/Middle Years Teacher Candidates in Structured Literacy. The course content should be in keeping with current research re: explicit and systematic instruction in the foundational skills that will lead to efficient word reading: print concepts, phonological awareness, phonics, and fluency.**

Rationale:

Excerpt from the Ontario Human Rights Commission, *Right to Read*, February, 2022 Executive Summary (pg. 24-25)

“The best way for students to gain word-reading skills, beginning in Kindergarten, is with explicit and systematic instruction in phonemic awareness, phonics, and word level decoding, learning grapheme-phoneme correspondences and how to use these to decode words, including blending sounds and segmenting words into sounds to read words and segmenting words into sounds to write words. Explicit instruction includes more advanced skills as children progress, such as studying word structure and patterns (for example prefixes, word roots, suffixes). This explicit, systematic approach based on reading science is also referred to as structured literacy.”

**The Manitoba Council of Reading Clinicians** response to the February 2022 Ontario Human Rights Commission (OHRC) *Right to Read* Inquiry Report:

“The Right to Read Inquiry draws heavily on the findings of key reports (National Reading Panel, Expert Panel on Early Reading in Ontario, The Rose Report, and The Canadian Language and Literacy Research Network Report) that synthesize the large body of scientific research on how children learn to read. These reports all recommend systematic teaching of foundational skills that will lead to efficient word-reading, which includes phonemic awareness, phoneme-grapheme connections, and how to use this knowledge to decode and spell words. Many teachers in the inquiry reported that they were not adequately prepared to teach reading and writing, especially for those students who find literacy learning challenging.”