



FRONTIER

SCHOOL DIVISION

Excellence and Experience in Education

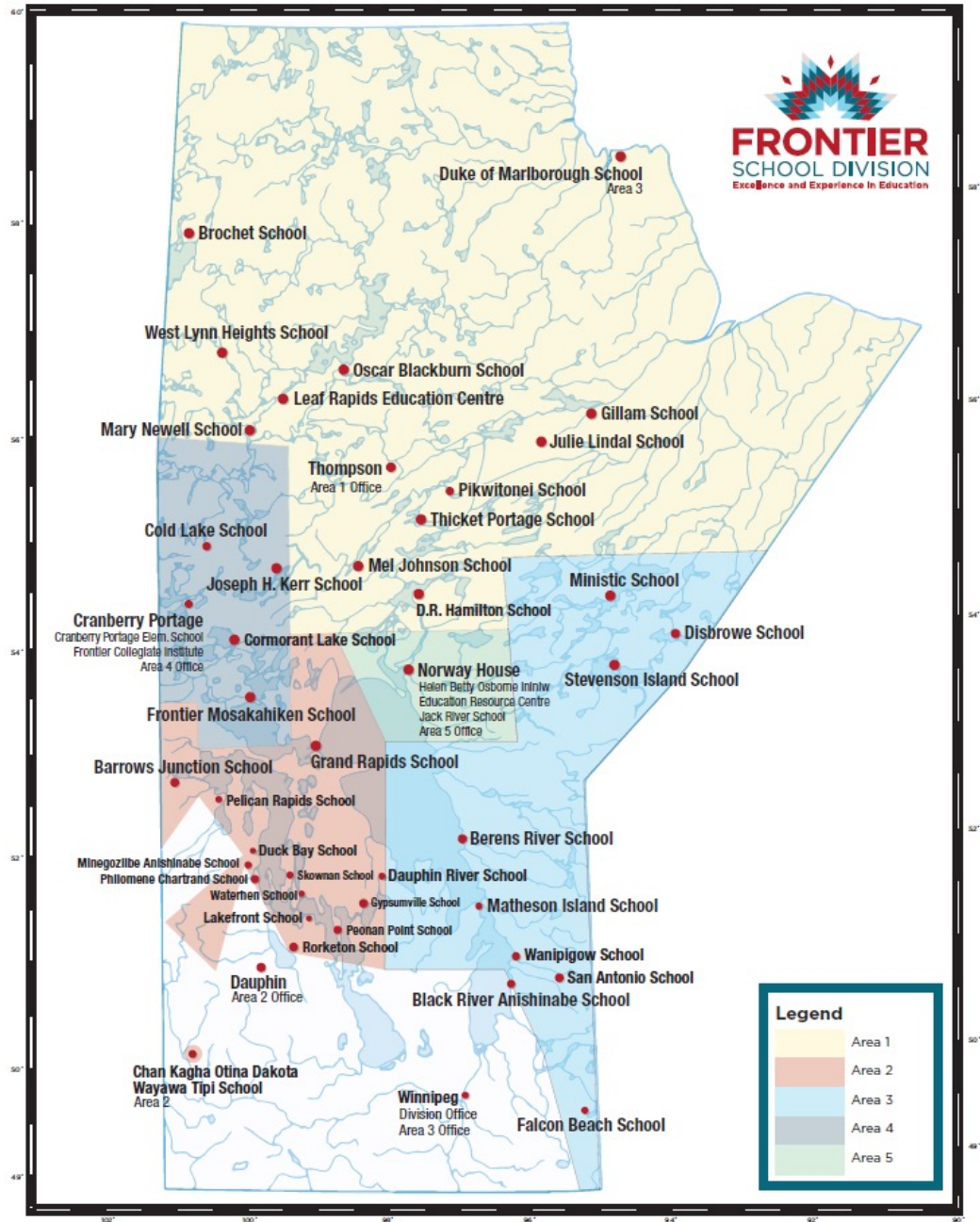
Getting to Know Each Other

- Who has recruitment issues?
- Who has small or Northern communities?
- Who has remote or isolated communities?
- Who is looking for language teachers?
- Who is looking for clinician/specialty teachers?

Recruitment/Retention Strategy

- What/Where/Who is Frontier School Division
- Our Circumstance
- Complications to our Circumstance
- Our Strategies
- The Price to Find Teachers

- 42 schools in 40 communities (graduates from 15 schools)
- Education Agreements (16) & Reverse Agreements (6)
- Five Areas
- 6,957 students (includes Home Placement students)
- Adult Learning Sites in 21 communities (438 students)
- 1,523 employees (936 support, 600 teachers)
- 350+ Houses=160m in assets
- 165 School Buses
- \$168 million Budget
- Water Treatment Plants (2)
- Own a Lodge





Ex

Education Agreements

- Barren Lands (Brochet)
- Berens River
- Birdtail Sioux
- Black River
- Dauphin River
- Fox Lake (Gillam)
- Hollow Water (Wanipigow)
- Misipawistik (Grand Rapids)
- Mosakahiken (Moose Lake)
- Norway House
- O-Chi-Chak-Ko-Sipi (Crane River)
- O-Pipon-Na-Piwin (South Indian Lake)
- Pine Creek
- Skownan
- War Lake (Ilford)



(Above): Education Partnership renewed with Birdtail Sioux Dakota Nation.

(Below): Grand Opening Dauphin River School.





Frontier Board meeting with representatives of the Berens River School Committee.

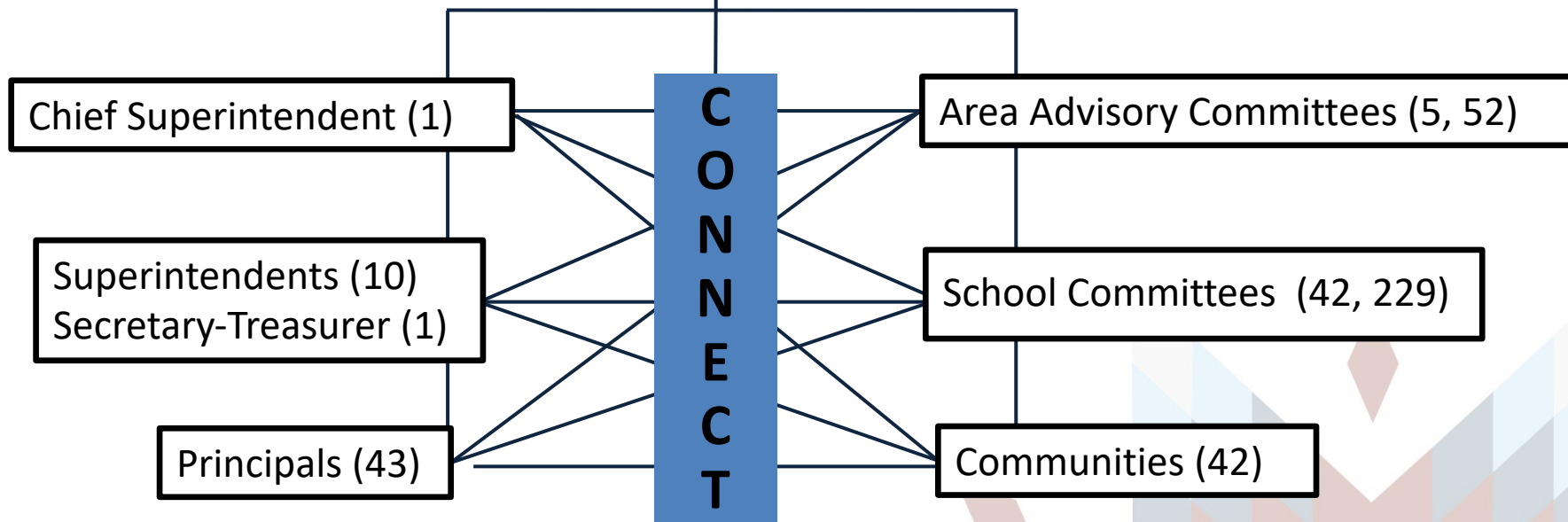


Education Partnership renewed
with Mosakahiken Cree Nation
June 2022.

Board of Trustees (10)

ADMINISTRATION

GOVERNANCE



Breakdown of August 2022 numbers:

August 2022: WSD vs FSD Teacher Vacancies

School Division	# of Teacher Vacancies	# of Students	%
WSD	9.0	29,511	0.030%
FSD	37	6,679	0.554%

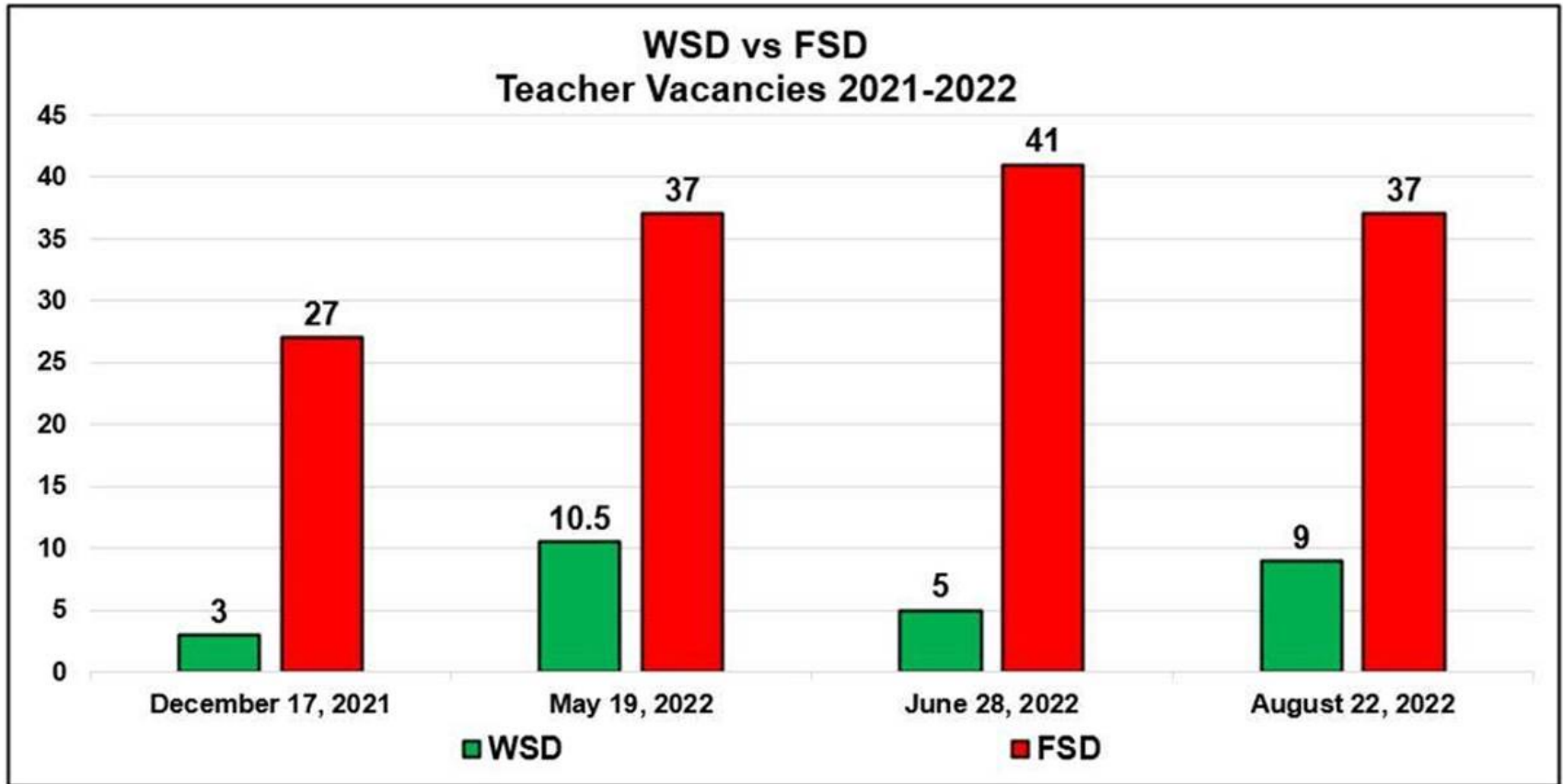
If WSD had the same Teacher Vacancy Rates to FSD

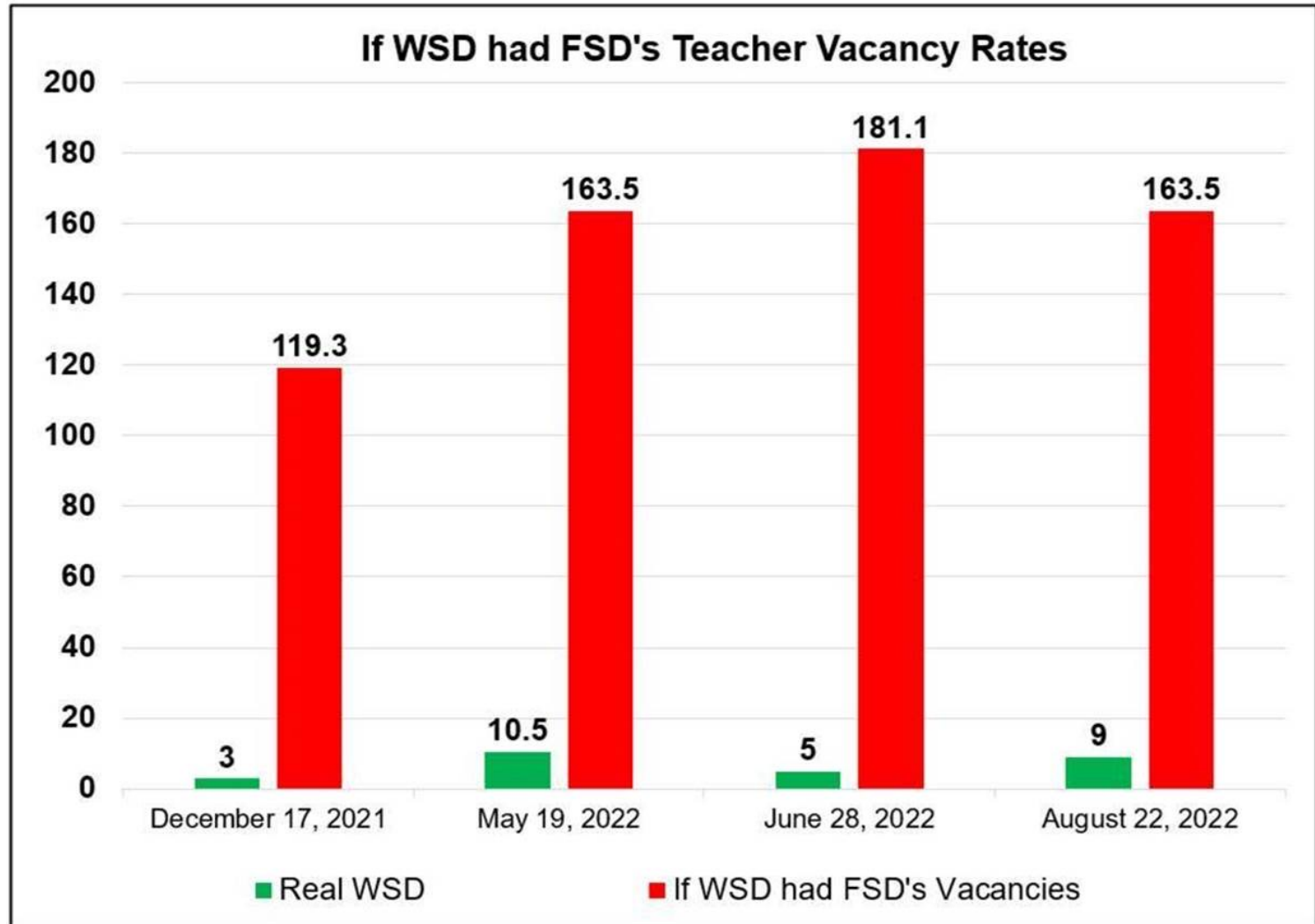
School Division	# of Teacher Vacancies	# of Students	%
WSD	163.5	29,511	0.554%
FSD	37	6,679	0.554%

Comparison to Largest School Division

- Currently, WSD has 10 teaching positions posted (but two of them are only 0.5 FTE), which equals **9 teaching FTEs**.
- In comparison to FSD's 37 teaching vacancies, WSD would have **163.5 FTEs**.

Winnipeg School Division (WSD) CURRENT Teacher Vacancy Rate	If WSD had FSD's CURRENT Teacher Vacancy Rate
9	163.5





Recruitment Officer

Knows our
Division as a
previous
Area 3
Superintendent



Recruitment Officer Work

- University Career Fairs
 - Education faculty
 - University Wide
- Generic Career Fairs
 - In Person
- Apply to Education Career Fairs
 - Virtual
 - In Person
- University Career Services
 - Post job advertisements
- Recruitment Brochures
 - Hand outs and mail outs
- University Visits



Recruitment Display



University Career Fairs

- Attended 12 in-person Education Career Fairs in BC, AB (2) , SK, MB (3), ON (2) NB, NS, NFLD
- Attended 4 in person generic university career fairs in MB and Ontario
- Presented to the students in Brandon, U of M, U of W and UCN
- Set up a booth event at Brock University, UCN, U of W
- Set up and interview day at U of Winnipeg (3 superintendents brought in interview teams and interviewed 31 soon to be graduates

Personal Touches

- Personal letters referencing their resumes/accomplishments to virtual career attendee prior to career fair
- Send a map of Manitoba showing FSD school locations, a brochure with the incentives for new teachers, Collective Agreement and point out the Articles they should review prior to their interview.
- Keep in contact with many candidates to find the best fit. Ask questions to get to know them (do they have a spouse and their career, ages of their children, are they involved in sports, do they like outdoor activities, etc) The more I know the better I can match with positions.
- Teachers send copies of their resumes and cover letters for me to review prior to submitting
- Answer questions about 'work-life balance', what it is really like living in a small community, how do they learn about First Nations, etc
- Send information about places spouse/partner can work in the community
- Reach out to candidates if I think a posting is a good fit for a specific candidate
- Send information about the community so they can make an informed decision
- Set up meetings between the teacher candidate and principals if they have specific questions before applying

We are currently in process of having a promotional video made about the division.



Connectivity

- Pandemic was good - forced us to move to 1 to 1.
- 3 million for technology during Pandemic.
- Star Link – more mega bytes/dollar – 300K to just under million.
- Too long for hook-up in our communities.
- Viewed as a corporation = large cost per house – currently negotiating.
- Plug in and immediate service for staff moving in.

Housing

- 350 plus houses valued at 160 million – average age mid 1980's.
- Receive \$750,000 from government for housing.
- 2021 1 million and 2022 1 million into housing reserve (unused salary).
- Repairs cost 2 to 4 times as much compared to southern MB.
- i.e. basement & roof on 1 house \$200,000 – nobody notices.
- Permission from Minister of Education to purchase houses.
- Build our own houses - Building Construction programs (dimensions).
- Considering modular homes 1 & 2 bedroom 450 to 650 square feet.
- Considering Premier Tiny Homes (not as well built but cheaper).
- Co-signed with First Nation to build homes and then rent them back.
- Pressure for housing in First Nation communities.
- Subsidize our housing for staff and rent is by square foot.



Structural repair of
Jack River 5-plex
(planned for summer 2023).



Frontier
Village -
Norway
House.



Construction of duplex in South Indian Lake.



Renovation of a
unit in Waterhen.



Foundation repairs
on 3 units in Berens
River School.



Purchased home in Grand Rapids.





Purchased home in Matheson Island.

Purchase of 6
vacant lots in
Lynn Lake.







Special Leave Policy

- Professional Development/Education
- Retention
- Eight years of service
- Ten years of service
- Become a Retirement bonus



WE ARE HIRING!

**ELIGIBLE SUCCESSFUL CANDIDATES WILL RECEIVE A
\$5,000
RECRUITMENT INCENTIVE PAYMENT**

**ARE YOU A TEACHER SEEKING A
DYNAMIC CAREER IN A SCHOOL
DIVISION THAT IS CULTURALLY
DIVERSE AND A NATURE LOVERS
PARADISE?**

...one that offers you tremendous professional development opportunities, a competitive salary, comprehensive benefits and the potential to change lives through education?

Then you've found the right place! We have permanent contract positions available in a variety of grades and subject areas in different Division communities. We need inspiring, engaged teachers who will help us blaze new trails in teaching and building programs that come alive for students!

Frontier School Division is committed to advancing the Calls to Action for Education and Reconciliation recommended by the TRC.

WHAT WE OFFER:

- Competitive Salary
- Subsidized housing or housing allowance
- Isolation allowance in qualifying communities
- Transportation and moving expense reimbursement for new hires
- A 2-Day New Teacher Orientation
- Annual Travel reimbursement
- Reimbursement for approved courses
- Ongoing support from curriculum coaches
- Special Leave Allowance

TO APPLY, VISIT
FSDNET.CA/CAREERS

Meetings

- Met with Deputy Minister and Assistant Deputy Minister
- Currently in Provincial Bargaining
- Met with Manitoba Certification Branch numerous times
- Government is currently working on changes

Board Chair and Vice-Chair Sighning Memorandum of Agreements



Details - Memorandum of Agreements

- New Graduate Incentive - \$10,000 for maximum of 3 years.
- 2021 graduation June 24, 2022 graduation June 24, 25 and 2023 graduation June 24, 25, 26.
- Interprovincial Qualifications – we will match salary
- Just need to be certified in MB.
- Long time to get wording correct – no changes by Frontier Teachers Association and Manitoba Teachers Association.

Evaluation and Estimated Cost

- Will review both in fall of 2023 to evaluate impact.
- Estimated cost \$500,000 per year.
- Incentives, salary match, housing, connectivity, and recruitment = about 1.5 -1.8 million per year.

Results/Outcomes

- Competition is keen for teachers.
- Difficult to compete against some offers.
- MoA's a bit late for prime recruiting time.
- Evaluate in late fall with option to continue.
- Expect recruitment to get even more challenging in the next few years.

Questions