

McLaughlin, Katie EDUC:EX

From: Dobreci, Rozi EDUC:EX
Sent: Monday, July 7, 2014 9:35 AM
To: McLaughlin, Katie EDUC:EX
Subject: RE: RW message to sector

Thanks Katie

DMO / conference ca s.15 Participant: s.15

Rob moderator Mod s.15

From: McLaughlin, Katie EDUC:EX
Sent: Monday, July 7, 2014 9:33 AM
To: Dobreci, Rozi EDUC:EX; Beaton, Heather A EDUC:EX
Cc: Kennedy, Kim EDUC:EX; MacFarlane, Paige EDUC:EX
Subject: RE: RW message to sector

We just did a test – I can send from DM calendar...no worries.

Katie McLaughlin | Manager, Workforce Initiatives
A/Manager, Ministry Correspondence Office | Ministry FOI Coordinator
Ministry of Education | People and Workplace Initiatives

From: Dobreci, Rozi EDUC:EX
Sent: Monday, July 7, 2014 9:29 AM
To: Beaton, Heather A EDUC:EX; McLaughlin, Katie EDUC:EX
Cc: Kennedy, Kim EDUC:EX; MacFarlane, Paige EDUC:EX
Subject: RE: RW message to sector

S22

From: Beaton, Heather A EDUC:EX
Sent: Monday, July 7, 2014 9:21 AM
To: McLaughlin, Katie EDUC:EX; Dobreci, Rozi EDUC:EX
Cc: Kennedy, Kim EDUC:EX; MacFarlane, Paige EDUC:EX
Subject: RE: RW message to sector
Importance: High

Good point re: timing of the invite.....
Rozi over to you for decision on that.

The invite should go out of the Calendar.....
So Noreen will need to do that.

Paige just loopin you in in case the time for the invite changes to a little earlier.

H

From: McLaughlin, Katie EDUC:EX
Sent: Monday, July 7, 2014 9:16 AM
To: Beaton, Heather A EDUC:EX; Dobreci, Rozi EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: RE: RW message to sector

I think we need to consider sending the invitation out a bit earlier than 2 p.m. if possible – just aware of the fact that many might be in meetings and may not even see the email until after. I realize many things at play here, but something to consider. At the very least, we should discuss with Elda that we can have the 4th floor space...can I do that?

Yes, I can send invite out – but it'll have to be from the DM email, not the calendar.

From: Beaton, Heather A EDUC:EX
Sent: Monday, July 7, 2014 9:10 AM
To: Dobreci, Rozi EDUC:EX
Cc: McLaughlin, Katie EDUC:EX; Kennedy, Kim EDUC:EX
Subject: RE: RW message to sector
Importance: High

Rozi – I just want to be confirm that you are sending out the invitation at 2:00 – not our team.

The only piece we are accountable for is ensuring that TRB can link in and hear what Rob has to say. Katie is ensuring this so please link with her if you need anything along that line.

Thanks

From: MacFarlane, Paige EDUC:EX
Sent: Monday, July 7, 2014 9:05 AM
To: Wood, Rob EDUC:EX
Cc: Dobreci, Rozi EDUC:EX; Beaton, Heather A EDUC:EX
Subject: RE: RW message to sector

A few suggested edits for you, Rob –

Rozi, I'll get you the distribution lists asap this morning.

Rob –the plan:

- 2:00 pm – invitation to ministry staff to attend brief standup with the DM at 2:15 today, fourth floor open space
- 2:15 – standup – your announcement
- 2:30 – anticipated distribution time for official notice from Dyble's office
 - simultaneous distribution of your note to the sector – suggested distribution:
 - Ed Partners: BCSTA; BCSSA; BCPVPA; BCASBO; BCCPAC
 - All superintendents
 - All ST's
 - Rob you may wish to cc board chairs? (I will check with MO)
 - recommend a companion note in writing to all ministry staff – as there are several people on vacation or otherwise out of the office today – Rozi is working on this

Comments or suggestions of course welcome!

Thanks

Paige MacFarlane

Assistant Deputy Minister | Partner Relations | Ministry of Education
Office: 250-356-0891 | Mobile: s.17
paige.macfarlane@gov.bc.ca
www.bcedplan.ca
twitter: @edupaige

From: Wood, Rob EDUC:EX
Sent: Sunday, July 6, 2014 8:20 PM
To: Dobreci, Rozi EDUC:EX; MacFarlane, Paige EDUC:EX
Subject: RW message to sector

Here is a draft message to go out to sector partners after the main message from John goes out across the Public service. Rozi, if you could connect with Sandy/Kiera on timing and then arrange for this note to go out.

Feel free to make suggested changes.

McLaughlin, Katie EDUC:EX

From: Dobreci, Rozi EDUC:EX
Sent: Monday, July 7, 2014 2:40 PM
To: McLaughlin, Katie EDUC:EX
Cc: Beaton, Heather A EDUC:EX
Subject: Re: Deputy Announcement

Perfect thx Katie

Sent from my iPhone

On Jul 7, 2014, at 2:39 PM, "McLaughlin, Katie EDUC:EX" <Katie.McLaughlin@gov.bc.ca> wrote:

Roger, I'll let MCO know – and will hit send on staff announcement now.

Katie McLaughlin | Manager, Workforce Initiatives
A/Manager, Ministry Correspondence Office | Ministry FOI Coordinator
Ministry of Education | People and Workplace Initiatives

From: Dobreci, Rozi EDUC:EX
Sent: Monday, July 7, 2014 2:39 PM
To: McLaughlin, Katie EDUC:EX
Cc: Beaton, Heather A EDUC:EX; MacFarlane, Paige EDUC:EX; Wood, Rob EDUC:EX
Subject: Fwd: Deputy Announcement

Katie - msgs good to go - thx

Sent from my iPhone

Begin forwarded message:

From: "Wharf, Sandy PREM:EX" <Sandy.Wharf@gov.bc.ca>
Date: July 7, 2014 at 2:35:06 PM PDT
To: "Dobreci, Rozi EDUC:EX" <Rozi.Dobreci@gov.bc.ca>
Subject: FW: Deputy Announcement

Hi, confirming message has now gone to DMs

From: Dyble, John C PREM:EX
Sent: Monday, July 7, 2014 2:34 PM
To: BCPSA Agency DMC List
Subject: Deputy Announcement

Colleagues,

Rob Wood has advised me of his decision to

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S22 Rob has agreed to stay on until the end of July to ensure a smooth and orderly transition of work. His successor will be named in the coming days.

I would like to thank Rob for his contributions to the Ministry of Education and our executive team since his return to the BC Public Service last fall.

Please join me in congratulating Rob on his new position and wishing he and his family well S22

John

McLaughlin, Katie EDUC:EX

From: Dobreci, Rozi EDUC:EX
Sent: Monday, July 7, 2014 1:55 PM
To: Wood, Rob EDUC:EX; MacFarlane, Paige EDUC:EX; Rongve, Ian EDUC:EX; Fayad, Deborah EDUC:EX; Kot, Jill EDUC:EX; Liddy, Eleanor EDUC:EX; Bamford, Kevena EDUC:EX; McCrea, Jennifer EDUC:EX; Allen, Roderick EDUC:EX; McKay, Mike EDUC:EX; Roberts, Mike X EDUC:EX; Pauliszyn, Robert GCPE:EX; Beaton, Heather A EDUC:EX; Bronee, Rueben EDUC:EX
Cc: McLaughlin, Katie EDUC:EX
Subject: Fwd: DM announcement

It's all a go as discussed

- 215 stand up w staff
- 230 message from John to deputies/then email from Sandy to confirm
- 230 messages to staff / sector

Sent from my iPhone

Begin forwarded message:

From: "MacDonald, Maureen R EDUC:EX" <Maureen.MacDonald@gov.bc.ca>
Date: July 7, 2014 at 1:42:10 PM PDT
To: "Dobreci, Rozi EDUC:EX" <Rozi.Dobreci@gov.bc.ca>
Subject: Phone Call

Hi Rozi, can you please call Sandy Wharf from the Premier's Office, 387-3563, thanks.

McLaughlin, Katie EDUC:EX

From: EDUC DM EDUC:EX
Sent: Monday, July 7, 2014 2:40 PM
To: EDUC DL Ministry All
Subject: DM Announcement

Good afternoon everyone,

I'd like to take a moment to share some news with all of you

S22

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While we are obviously going through a challenging period as a Ministry and as a sector, I want to be very clear that I support government's direction for education transformation here in British Columbia;

S22

S22

B.C. has a remarkable education system, of which we should be proud. Just last Friday, we received some welcome recognition about the state of B.C.'s education system. The Organization for Economic Co-Operation and Development released a report that confirms B.C. has one of the best education systems, not only in Canada, but in the world. This echoed sentiments from a recent report by the Conference Board of Canada.

There is no doubt that these are challenging times, but I have been tremendously impressed with the hard work and dedication of every staff member of this Ministry, especially during this difficult period. It has been an honour to work with you, and I have no doubt that you will continue pursuing and achieving excellence throughout our education system.

I understand that a new Deputy Minister of Education will be announced in the coming days, and I have agreed to stay on until the end of July to ensure a smooth transition.

Thank you, and all the best.

Rob Wood
Deputy Minister

Kennedy, Kim EDUC:EX

From: Kennedy, Kim EDUC:EX
Sent: Wednesday, July 9, 2014 11:58 AM
To: Beaton, Heather A EDUC:EX; MacFarlane, Paige EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

So you are both aware as well

From: Brethour, Ian R EDUC:EX
Sent: Wednesday, July 9, 2014 11:57 AM
To: Pauliszyn, Robert GCPE:EX
Cc: Kennedy, Kim EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hi Robert.

S22

Ian

*Ian Brethour
Ministry of Education
5th Floor, 620 Superior Street, Victoria BC
Phone: 250-896-4861*

From: Kennedy, Kim EDUC:EX
Sent: Wednesday, July 9, 2014 11:52 AM
To: Brethour, Ian R EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Thanks for this Ian. Can you let Robert Pauliszyn in GCPE know this as well as they are preparing for media calls on this Kim

From: Brethour, Ian R EDUC:EX
Sent: Wednesday, July 9, 2014 11:46 AM
To: Shariff-Kassam, Nafisa EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Nafisa.

S22

but please proceed with assisting DMO with terminating

ROD S car lease.

Thanks

Ian

Ian Brethour
Ministry of Education
5th Floor, 620 Superior Street, Victoria BC
Phone: 250-896-4861

From: Fayad, Deborah EDUC:EX
Sent: Wednesday, July 9, 2014 9:23 AM
To: Brethour, Ian R EDUC:EX
Cc: Shariff-Kassam, Nafisa EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hi, I have followed up with the PSA regarding the repayment of the relocation costs.

S22

S22

I'm sure Rob would appreciate assistance from Nafisa for terminating the vehicle lease. His last day of work is June 25th.

Thanks,

Deborah Fayad, CPA, CGA
Assistant Deputy Minister, Resource Management Division
Ministry of Education
Phone: 250-589-2480

From: Brethour, Ian R EDUC:EX
Sent: Tuesday, July 8, 2014 1:37 PM
To: Fayad, Deborah EDUC:EX
Cc: Shariff-Kassam, Nafisa EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Deb.

As mentioned earlier, Rob signed an employment agreement to repay any portion of relocation allowances received if employment is terminated prior before 24 months passing. The agreement was signed October 11/13 and the total amount received was \$27,687.47 Based on a departure of July 31/14, Nafisa has calculated that Rob will need to repay \$16,151
S22 Rob also has a car lease that will need to be terminated. Please ask Rob if he needs Nafisa to assist with taking care of his lease.

Thanks

Ian

Ian Brethour
Ministry of Education
5th Floor, 620 Superior Street, Victoria BC
Phone: 250-896-4861

From: Shariff-Kassam, Nafisa EDUC:EX
Sent: Tuesday, July 8, 2014 10:48 AM
To: Brethour, Ian R EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hello:

Attached is the spreadsheet which provides the calculation of amount owing of \$16,151.02 with the detail of what has been paid to him to date.

PN: I have used the end date of July 31, 2014.

In addition, can you let me know who is taking care of his car lease?

Thanks

nafisa

From: Brethour, Ian R EDUC:EX

Sent: Tuesday, July 8, 2014 9:26 AM

To: Shariff-Kassam, Nafisa EDUC:EX

Cc: Kennedy, Kim EDUC:EX

Subject: FW: Relocation Repayment - Rob Wood

Hi Nafisa.

Kim has contacted PSA regarding Rob's pending departure and previous relocation allowance received. As per the email below and attachment provided, we should proceed with calculating the amount of repayment required due to termination of service before the minimum 24 month required period has expired. Let me know if you have any questions.

Thanks

Ian

Ian Brethour

Ministry of Education

5th Floor, 620 Superior Street, Victoria BC

Phone: 250-896-4861

From: Kennedy, Kim EDUC:EX

Sent: Tuesday, July 8, 2014 9:12 AM

To: Silbernagel, Shelly M PSA:EX

Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX; Brethour, Ian R EDUC:EX; Beaton, Heather A EDUC:EX

Subject: FW: Relocation Repayment - Rob Wood

Good morning Shelley,

Thank you for your email response to my voice mail.

By way of cc on this note I am linking in Ian Brethour our Acting Chief Financial Officer with our Financial Services Branch to action the repayment and complete the transaction with Rob.

Thank you Shelley,

Kim



PEOPLE AND
WORKPLACE
INITIATIVES

Kim Kennedy, CHRP

Assistant Director

5th Floor, 620 Superior Street
Victoria BC V8T 9T6

s.17 (mobile)

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From: Silbernagel, Shelly M PSA:EX
Sent: Tuesday, July 8, 2014 8:48 AM
To: Kennedy, Kim EDUC:EX
Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX
Subject: Relocation Repayment - Rob Wood

Kim, further to your voice mail, I'm attaching Rob Wood's signed agreement for the repayment of relocation expenses. In the document it outlines the method of pro-rating and repayment. I'm about to take a conference call, but if you need to talk perhaps we can connect at 11 am.

Cheers
Shelly

Shelly Silbernagel | Director, Executive Recruitment
Executive Talent Management
Talent Management | BC Public Service Agency
4th Floor, 810 Blanshard Street | Victoria, BC | V8W 2H2 | 250.507-0867 ***Please note new number*



Where ideas work

Kennedy, Kim EDUC:EX

From: Kennedy, Kim EDUC:EX
Sent: Wednesday, July 9, 2014 7:28 AM
To: Pauliszyn, Robert GCPE:EX; Silver, Matt GCPE:EX
Cc: Brethour, Ian R EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood
Attachments: RELOCATION ROB WOODREVISED repayment.xlsx

Forwarding to ensure you are in the loop.

Ian Brethour as acting CFO in Brian's absence is leading this if you have any questions.

Thanks,

Kim

From: Shariff-Kassam, Nafisa EDUC:EX
Sent: Tuesday, July 8, 2014 10:48 AM
To: Brethour, Ian R EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hello:

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In addition, can you let me know who is taking care of his car lease?

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Ministry of Education
5th Floor, 620 Superior Street, Victoria BC
Phone: 250-896-4861*

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Sent: Tuesday, July 8, 2014 9:12 AM
To: Silbernagel, Shelly M PSA:EX
Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX; Brethour, Ian R EDUC:EX; Beaton, Heather A EDUC:EX
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Thank you Shelley,

Kim



Kim Kennedy, CHRP
Assistant Director

5th Floor, 620 Superior Street
Victoria, BC V8T 9T6
s.17 (mobile)

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To: Kennedy, Kim EDUC:EX
Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX
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Shelly

Shelly Silbernagel | Director, Executive Recruitment
Executive Talent Management
Talent Management | BC Public Service Agency
4th Floor, 810 Blanshard Street | Victoria, BC | V8W 2H2 | 250.507-0867 *****Please note new number***



Where ideas work

Kennedy, Kim EDUC:EX

From: Beaton, Heather A EDUC:EX
Sent: Tuesday, July 8, 2014 9:45 AM
To: Kennedy, Kim EDUC:EX; McLaughlin, Katie EDUC:EX
Subject: FW: Email from Deputy Minister Rob Wood

FYI as well

From: Bronee, Rueben EDUC:EX
Sent: Tuesday, July 8, 2014 9:29 AM
To: Beaton, Heather A EDUC:EX; Clarke, Wilma EDUC:EX; Winter, Monica EDUC:EX; Mirbagheri, Sarvi EDUC:EX; Shaw, Beverley EDUC:EX
Cc: MacFarlane, Paige EDUC:EX
Subject: FW: Email from Deputy Minister Rob Wood

FYI: here's the message that went to partner organizations yesterday regarding the DM's departure...

From: l_educ_superintendents-bounces@lists.gov.bc.ca [mailto:l_educ_superintendents-bounces@lists.gov.bc.ca] **On Behalf Of** EDUC DM EDUC:EX
Sent: Monday, July 7, 2014 2:44 PM
To: 'l_educ_superintendents@lists.gov.bc.ca'; 'l_educ_st@lists.gov.bc.ca'; 'teresa.rezansoff@sd51.bc.ca'; 'tsullivan@sd73.bc.ca'; 'gordon@bcvpva.bc.ca'; 'president@bcasbo.ca'; 'nicolemakohoniuk@bccpac.bc.ca'; 'jker@bctf.ca'
Subject: Email from Deputy Minister Rob Wood

Good afternoon everyone,

I'd like to take a moment to share some news with all of you.

S22

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While we are obviously going through a challenging period as a Ministry and as a sector, I want to be very clear that I support government's direction for education transformation here in British Columbia;

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S22

B.C. has a remarkable education system, of which we should be proud. Just last Friday, we received some welcome recognition about the state of B.C.'s education system. The Organization for Economic Co-Operation and Development released a report that confirms B.C. has one of the best education systems, not only in Canada, but in the world. This echoed sentiments from a recent report by the Conference Board of Canada.

There is no doubt that these are challenging times, but I have been tremendously impressed with the dedication of school district teams across the province who, along with the Ministry, are working hard to navigate the education sector through this difficult period. It has been an honour to work with you, and I have no doubt that you will continue pursuing and achieving excellence throughout our education system.

I understand that a new Deputy Minister of Education will be announced in the coming days, and I have agreed to stay on until the end of July to ensure a smooth transition.

Thank you and all the best.

Rob Wood
Deputy Minister

Kennedy, Kim EDUC:EX

From: Kennedy, Kim EDUC:EX
Sent: Tuesday, July 8, 2014 9:18 AM
To: MacFarlane, Paige EDUC:EX
Cc: Beaton, Heather A EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood
Attachments: Scanned20131011.pdf

Hi Paige,
Forwarding this info along to you to loop you in and make you aware of this
Kim

From: Kennedy, Kim EDUC:EX
Sent: Tuesday, July 8, 2014 9:15 AM
To: Silver, Matt GCPE:EX; Pauliszyn, Robert GCPE:EX
Subject: FW: Relocation Repayment - Rob Wood

FYI as discussed Matt attached are the terms as received from PSA
Kim



Kim Kennedy, CHRP

Assistant Director

5th Floor, 620 Superior Street
Victoria, BC V8T 9T6
s.17 (mobile)

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Sent: Tuesday, July 8, 2014 9:12 AM
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Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX; Brethour, Ian R EDUC:EX; Beaton, Heather A EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

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Thank you for your email response to my voice mail.
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Kim



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Kim Kennedy, CHRP

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From: Silbernagel, Shelly M PSA:EX
Sent: Tuesday, July 8, 2014 8:48 AM
To: Kennedy, Kim EDUC:EX
Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX
Subject: Relocation Repayment - Rob Wood

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Executive Talent Management
Talent Management | BC Public Service Agency
4th Floor, 810 Blanshard Street | Victoria, BC | V8W 2H2 | 250.507-0867 *****Please note new number***



Where ideas work

Begley, Rhianna MTIC:EX

From: Dobreci, Rozi EDUC:EX
Sent: Wednesday, July 23, 2014 11:28 AM
To: Dobreci, Rozi EDUC:EX
Subject: FW: Email from Deputy Minister Rob Wood

From: l_educ_superintendents-bounces@lists.gov.bc.ca [mailto:l_educ_superintendents-bounces@lists.gov.bc.ca] **On Behalf Of** EDUC DM EDUC:EX
Sent: Tuesday, July 8, 2014 4:43 PM
To: 'l_educ_superintendents@lists.gov.bc.ca'; 'l_educ_st@lists.gov.bc.ca'; 'teresa.rezansoff@sd51.bc.ca'; 'tsullivan@sd73.bc.ca'; 'gordon.li@sd41.bc.ca'; 'president@bcasbo.ca'; 'nicolemakohoniuk@bccpac.bc.ca'; 'jiker@bctf.ca'
Cc: Dyble, John C PREM:EX
Subject: Email from Deputy Minister Rob Wood

Colleagues,

As anticipated, John Dyble has appointed a new Deputy Minister of Education following the announcement of my departur S22 Dave Byng is currently the Deputy Minister at the Ministry of Jobs, Tourism and Skills Training and will be the Education DM effective July 28th.

I have already spoken with Dave, and will be starting the transition with him in the days to come. I have a high regard for Dave, and welcome him to the Ministry of Education.

Sincerely,

Rob Wood
Deputy Minister

From: Dyble, John C PREM:EX
Sent: July 8, 2014 3:48 PM
To: BCPSA Agency DMC List
Subject: DM Announcement

Colleagues,

Further to yesterday's advisement that Rob has decided to leave the BC Public Service, I am pleased to confirm that Dave Byng will be appointed Deputy Minister of Education. Athana Mentzelopoulos will become the Deputy Minister of Jobs, Tourism and Skills Training and continue to oversee the Intergovernmental Relations Secretariat and the Board Resourcing and Development Office. John Paul Fraser, currently the Assistant Deputy Minister of Strategic Planning & Engagement, has agreed to be the Acting Deputy Minister of Government Communications and Public Engagement.

The new assignments will be effective Monday July 28th.

John

Begley, Rhianna MTIC:EX

From: Brethour, Ian R EDUC:EX
Sent: Wednesday, July 9, 2014 11:01 AM
To: Shariff-Kassam, Nafisa EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Thanks Nafisa. Keep me posted.

Ian

*Ian Brethour
Ministry of Education
5th Floor, 620 Superior Street, Victoria BC
Phone: 250-896-4861*

From: Shariff-Kassam, Nafisa EDUC:EX
Sent: Wednesday, July 9, 2014 11:00 AM
To: Brethour, Ian R EDUC:EX
Cc: Fraser, Brian EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Ian: Talked to Procurement Services regarding the DM vehicle lease. The lease expires on Oct 9, 2017 and there is a "hefty penalty" for breaking a lease which the ministry will have to pay if we have to go that route. In the meantime, they have a request for a new vehicle and are going to look into it to see if this one can be transferred accordingly. They will get back to me shortly.

From: Fayad, Deborah EDUC:EX
Sent: Wednesday, July 9, 2014 9:23 AM
To: Brethour, Ian R EDUC:EX
Cc: Shariff-Kassam, Nafisa EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hi, I have followed up with the PSA regarding the repayment of the relocation costs

S22

S22

I'm sure Rob would appreciate assistance from Nafisa for terminating the vehicle lease. His last day of work is June 25th.

Thanks,

Deborah Fayad, CPA, CGA
Assistant Deputy Minister, Resource Management Division
Ministry of Education
Phone: 250-589-2480

From: Brethour, Ian R EDUC:EX
Sent: Tuesday, July 8, 2014 1:37 PM
To: Fayad, Deborah EDUC:EX
Cc: Shariff-Kassam, Nafisa EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Deb.

As mentioned earlier, Rob signed an employment agreement to repay any portion of relocation allowances received if employment is terminated prior before 24 months passing. The agreement was signed October 11/13 and the total amount received was \$27,687.47 Based on a departure of July 31/14, Nafisa has calculated that Rob will need to repay \$16,151.02. S22 Rob also has a car lease that will need to be terminated. Please ask Rob if he needs Nafisa to assist with taking care of his lease.

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Ian

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From: Shariff-Kassam, Nafisa EDUC:EX
Sent: Tuesday, July 8, 2014 10:48 AM
To: Brethour, Ian R EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

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Thanks

nafisa

From: Brethour, Ian R EDUC:EX
Sent: Tuesday, July 8, 2014 9:26 AM
To: Shariff-Kassam, Nafisa EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Nafisa.

Kim has contacted PSA regarding Rob's pending departure and previous relocation allowance received. As per the email below and attachment provided, we should proceed with calculating the amount of repayment required due to termination of service before the minimum 24 month required period has expired. Let me know if you have any questions.

Thanks

Ian

*Ian Brethour
Ministry of Education
5th Floor, 620 Superior Street, Victoria BC*

Phone: 250-896-4861

From: Kennedy, Kim EDUC:EX
Sent: Tuesday, July 8, 2014 9:12 AM
To: Silbernagel, Shelly M PSA:EX
Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX; Brethour, Ian R EDUC:EX; Beaton, Heather A EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Good morning Shelley,
Thank you for your email response to my voice mail.
By way of cc on this note I am linking in Ian Brethour our Acting Chief Financial Officer with our Financial Services Branch to action the repayment and complete the transaction with Rob.
Thank you Shelley,
Kim



Kim Kennedy, CHRP
Assistant Director

5th Floor, 620 Superior Street
Victoria, BC V8T 9T6
s.17 mobile)

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From: Silbernagel, Shelly M PSA:EX
Sent: Tuesday, July 8, 2014 8:48 AM
To: Kennedy, Kim EDUC:EX
Cc: Mandur, Tracy PSA:EX; Fagan Taylor, Kate PSA:EX
Subject: Relocation Repayment - Rob Wood

Kim, further to your voice mail, I'm attaching Rob Wood's signed agreement for the repayment of relocation expenses. In the document it outlines the method of pro-rating and repayment. I'm about to take a conference call, but if you need to talk perhaps we can connect at 11 am.

Cheers
Shelly

Shelly Silbernagel | Director, Executive Recruitment
Executive Talent Management
Talent Management | BC Public Service Agency
4th Floor, 810 Blanshard Street | Victoria, BC | V8W 2H2 | 250.507-0867 *****Please note new number***



Where ideas work

revised

**RELOCATION - ROB WOOD
UP TO MAXIMUM OF \$35,000 - LETTER STATES
WITH RECEIPTS**

All claims must be made to MEd's Financial Services Branch using the "Request For Payment" form.

ITEM	original ESTIMATE	up to 2yrs	ACTUAL claim nov 8/2013	RECEIPT REQD	STOB	T4A	BATCH
MOVING CARTAGE & RELATED INCIDENTALS							
PREMIER GATEWAY - (Moving company charges) to be reimbursed with original receipt	21,871.76		23,157.76	YES	5226	NO	
Incidentals (to cover hydro, telephone, hookup, permits etc) to be paid as a lumpsum	800.00		800.00	NO	5225	YES	
car rental 3 weeks Sept 29 - Oct 20th (family arrived on Sept 29th household furnishings arrived on Oct 24th)			1,169.72	YES	5226	NO	
TRAVEL							
Airfare - Westjet reimbursed with original receipts for:							
O N	614.00		639.00	YES	5226	NO	
Rob Wood	642.99		642.99	YES	5226	NO	
O N	614.00		639.00	YES	5226	NO	
N	614.00		639.00	YES	5226	NO	
REAL ESTATE CLOSING COSTS							
REAL ESTATE CLOSING COSTS ALLOWABLE to be reimbursed with actual receipts (note PSA policy maximum of \$8500 for sale of property and \$1000 for purchase of new property)	9,843.25	7,312.53		YES	5226	NO	
TOTALS	35,000.00		27,687.47				
Actual payment paid out to Rob as at July 9, 2014	27,687.47						
REPAYMENT:							
Total # of months of service	10 months						
Prorated amount owing to the Province of BC	16,151.02						

(based on start date: Oct 7th, 2013 and end date of July 31, 2014)

(based on 14th months)

Prepared Oct 24, 2013 NSK
updated July 9, 2014 NSK

Relocation Assistance and/or Househunting Expense Report and Assignment of Wages Agreement

☐ **Employee Applicants:** I acknowledge that I am moving and receiving relocation expenses as a result of a staffing action. As such, I agree to the following conditions.

OR

☒ **New Appointees:** In consideration of the assistance / reimbursement of expenses of \$35,000 as requested here to assist in the payment of my relocation and/or house hunting expenses in moving, I agree to the following conditions.


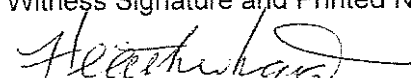
It is understood and agreed that should I resign from the service of the Government of British Columbia prior to completing 24 months of service, the amount of expenses / assistance granted to me will be repaid on the prorata basis of:

- One-twenty fourth of the total amount of relocation expenses / assistance and/or house hunting expenses received for each full and partial month, if any, that my employment falls short of 24 months full time (or equivalent service).
- Where the employee / appointee is at work beyond the 15th day of the final partial month, that final partial month will be considered to be a completed month of service for purposes of calculating the amount to be repaid.

For the purpose of repayment, the Minister of Finance is hereby authorized to recover any outstanding portions of the relocation assistance through payroll deduction or other remuneration deduction without further notice.

Nothing contained herein shall prejudice the right of the Ministry to recover any outstanding advance or portion thereof after termination of employment.

I understand and agree to these terms and conditions.

Date: <i>Oct 11, 2013</i>	Employee's / New Appointee's Signature and Printed Name:  Rob Wood, Deputy Minister, Ministry of Education
Date: <i>Oct. 11, 2013</i>	Witness Signature and Printed Name:  Heather Howard

Complete and sign in duplicate and return two copies to the issuing office. Retain a copy for your personal records.

Note: Canada Customs and Revenue Agency may deem this to be taxable allowance and should be contacted directly for further information.

Begley, Rhianna MTIC:EX

From: Brethour, Ian R EDUC:EX
Sent: Wednesday, July 9, 2014 10:32 AM
To: Shariff-Kassam, Nafisa EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Nafisa.

Rob's car lease. S22 but please proceed with assisting DMO with terminating

Thanks

Ian

*Ian Brethour
Ministry of Education
5th Floor, 620 Superior Street, Victoria BC
Phone: 250-896-4861*

From: Fayad, Deborah EDUC:EX
Sent: Wednesday, July 9, 2014 9:23 AM
To: Brethour, Ian R EDUC:EX
Cc: Shariff-Kassam, Nafisa EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hi, I have followed up with the PSA regarding the repayment of the relocation costs: S22

S22

I'm sure Rob would appreciate assistance from Nafisa for terminating the vehicle lease. His last day of work is June 25th.

Thanks,

Deborah Fayad, CPA, CGA
Assistant Deputy Minister, Resource Management Division
Ministry of Education
Phone: 250-589-2480

From: Brethour, Ian R EDUC:EX
Sent: Tuesday, July 8, 2014 1:37 PM
To: Fayad, Deborah EDUC:EX
Cc: Shariff-Kassam, Nafisa EDUC:EX
Subject: FW: Relocation Repayment - Rob Wood

Hi Deb.

As mentioned earlier, Rob signed an employment agreement to repay any portion of relocation allowances received if employment is terminated prior before 24 months passing. The agreement was signed October 11/13 and the total amount received was \$27,687.47 Based on a departure of July 31/14, Nafisa has calculated that Rob will need to repay

\$16,151.02.

S22

Rob also has

a car lease that will need to be terminated. Please ask Rob if he needs Nafisa to assist with taking care of his lease.

Thanks

Ian

Ian Brethour

Ministry of Education

5th Floor, 620 Superior Street, Victoria BC

Phone: 250-896-4861

From: Shariff-Kassam, Nafisa EDUC:EX
Sent: Tuesday, July 8, 2014 10:48 AM
To: Brethour, Ian R EDUC:EX
Cc: Kennedy, Kim EDUC:EX
Subject: RE: Relocation Repayment - Rob Wood

Hello:

Attached is the spreadsheet which provides the calculation of amount owing of \$16,151.02 with the detail of what has been paid to him to date.

PN: I have used the end date of July 31, 2014.

In addition, can you let me know who is taking care of his car lease?

Thanks

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Kim Kennedy, CHRP

Assistant Director

5th Floor, 620 Superior Street
Victoria, BC V8T 9T6
s.17 (mobile)

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Talent Management | BC Public Service Agency
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Where ideas work

Begley, Rhianna MTIC:EX

From: Dobreci, Rozi EDUC:EX
Sent: Wednesday, July 23, 2014 11:31 AM
To: Dobreci, Rozi EDUC:EX
Subject: FW: Email from Deputy Minister Rob Wood

From: Delisle, Corrie EDUC:EX
Sent: Monday, July 7, 2014 4:21 PM
To: Dobreci, Rozi EDUC:EX
Subject: RE: Email from Deputy Minister Rob Wood

Thanks Rozi.

From: Dobreci, Rozi EDUC:EX
Sent: Monday, July 7, 2014 3:36 PM
To: Stickney, Matthew EDUC:EX; Delisle, Corrie EDUC:EX; Blonde, Sarah EDUC:EX; Hamilton, Gail S EDUC:EX; Vinning, Gurpreet S EDUC:EX
Cc: McLaughlin, Katie EDUC:EX; Baines, Susan A EDUC:EX; Bernard, Noreen C EDUC:EX
Subject: FW: Email from Deputy Minister Rob Wood

Hi all – FYI, and we also sent a parallel message to ministry staff.

From: l_educ_superintendents-bounces@lists.gov.bc.ca [mailto:l_educ_superintendents-bounces@lists.gov.bc.ca] **On Behalf Of** EDUC DM EDUC:EX
Sent: Monday, July 7, 2014 2:44 PM
To: 'l_educ_superintendents@lists.gov.bc.ca'; 'l_educ_st@lists.gov.bc.ca'; 'teresa.rezansoff@sd51.bc.ca'; 'tsullivan@sd73.bc.ca'; 'gordon@bcpvpa.bc.ca'; 'president@bcasbo.ca'; 'nicolemakohoniuk@bccpac.bc.ca'; 'jker@bctf.ca'
Subject: Email from Deputy Minister Rob Wood

Good afternoon everyone,

I'd like to take a moment to share some news with all of you.

S22

S22

While we are obviously going through a challenging period as a Ministry and as a sector, I want to be very clear that I support government's direction for education transformation here in British Columbia; S22

S22

B.C. has a remarkable education system, of which we should be proud. Just last Friday, we received some welcome recognition about the state of B.C.'s education system. The Organization for Economic Co-Operation and Development released a report that confirms B.C. has one of the best education systems, not only in Canada, but in the world. This echoed sentiments from a recent report by the Conference Board of Canada.

There is no doubt that these are challenging times, but I have been tremendously impressed with the dedication of school district teams across the province who, along with the Ministry, are working hard to navigate the education sector through this difficult period. It has been an honour to work with you, and I have no doubt that you will continue pursuing and achieving excellence throughout our education system.

I understand that a new Deputy Minister of Education will be announced in the coming days, and I have agreed to stay on until the end of July to ensure a smooth transition.

Thank you and all the best.

Rob Wood
Deputy Minister