

EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, AUGUST 25, 2020 – 7:00 P.M.

ETSB BOARD ROOM
340, SAINT-JEAN-BOSCO
MAGOG, QC. J1X 1K9

MINUTES

Enhanced Literacy and Numeracy – Dropout Prevention – Physical and Mental Health

MEMBERS PRESENT (P):

COMMISSIONERS		PARENT COMMISSIONERS	
Gordon Barnett	Z	Marc Mercure	Z
Claire Beaubien	P	Hélène Turgeon	P
Daniel Brodie	Z	Cindy Véronneau	A
Richard Gagnon	A	Daniel Zigby	P
Gary Holliday	P	DIRECTORS' COMMITTEE (DC)	
Joy Humenuik, <i>Vice-Chair</i>	P	<i>Secretary General – Éric Campbell</i>	P
Mary-Ellen Kirby	P	<i>Director General – Kandy Mackey</i>	P
Frank MacGregor	Z	<i>Interim Director General and Director of Continuing Education – Michel Soucy</i>	P
Alice McCrory	Z	<i>Interim Assistant Director General and Director of Human Resources – Jeffrey Pauw</i>	P
Jonathan Murray	Z	<i>Director of Financial Services – Sophie Leduc</i>	P
Michael Murray, <i>Chair</i>	P	<i>Director of Instructional Technology and Pedagogical Services – Eva Lettner</i>	P
Tina Pezzi-Bilodeau	Z	<i>Director of Complementary Services – Emmanuelle Gaudet</i>	P
		<i>Director of Material Resources – Éric Plante</i>	P

ZOOM: Z

OBSERVERS

Sharon Priest, Communications Consultant

PUBLIC

Megan Seline, President of the Appalachian Teachers' Association (ATA)

Matthew McCully, The Record

1. CALL THE MEETING TO ORDER

The Chairman called the meeting to order at 7:23 p.m.

2. QUORUM AND ADOPTION OF THE AGENDA

QUORUM WAS ESTABLISHED AND IT WAS MOVED BY Commissioner H. Turgeon to adopt the Agenda of August 25 2020 as deposited, with the following addition:

Addition:

7.5 Appointment of Vice-Principal 100% - Massey-Vanier High School.

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF JUNE 23, 2020

Resolution No. ETSB 20-08-01

Approval of the Minutes of the Meeting of the Council of Commissioners held on June 23, 2020

The approval of the Minutes of June 23, 2020 is deferred to the next Council of Commissioner's meeting because they were not corrected in time.

Carried unanimously

4. QUESTION PERIOD

M. Seline: Mr. Chairman, did you receive the video that I have sent you?

M. Murray: No.

M. Seline: Can someone explain what is going on at Ayer's Cliff Elementary School at this time? The renovations are not finished, not even close! Hallways, classrooms and gymnasiums are in disarray. Lockers cannot be used in this state because they are being torn out.

- É. Plante: Ayer's Cliff Elementary School (ACES) is a major renovation project. Like many right now, there are some delays regarding construction projects and supplies due to the COVID-19. The issue right now is plastering, but should be completed this week and major renovations by Friday.
- M. Seline: It is my understanding from the MEES that all students are to return to school as of next week. Given that the project is not a COVID-19 issue, is it possible to delay the start of the school year at least at ACES so that the teachers and administrative personnel can get themselves ready for students. Can the beginning of the school year be delayed by a few days in order to complete renovations; to give a chance to teachers to deal with the implementation of the new measures?
- M. Soucy: The security of all students is one of ETSB's top priorities. The security of our students will never be compromised. We will evaluate the situation on a daily basis and make sure the safety and security are not at risk.
- M. Seline: The situation at ACES is not COVID-19 related but renovations. If the work is completed only by Thursday to set up their classroom, they need at least a day or do they have to come on the weekend to set up their classrooms?
- M. Soucy: We will take into consideration the preparation time for teachers in our analysis. The situation will be evaluated on a daily basis.

5. RECOGNITION OF EXCELLENCE

Chairman M. Murray presented the August 25, 2020 Recognition of Excellence: The Chairman congratulated Massey-Vanier High School for the Welcome Back video sent to all families.

6. BUSINESS ARISING

6.1 Report on Bill 40 Challenge

The Chair mentioned that APPELE has launched a lawsuit and the case was joined by nine (9) school boards and others. We have to wait until September 14, 2020 for the Court of Appeal hearing. On August 10th, the Judge granted a stay to QESBA and the school boards. On August 13th, the Quebec Procurer General objected to the stay. On August 20th, the Court of Appeal Judge transferred the case to three (3) judges of the Court of Appeal.

7. NEW BUSINESS

The Director General, M. Soucy presented the following resolutions:

7.1 Resolution No. ETSB 20-08-02
Appointment of Assistant Director of Human Resources

WHEREAS the position of Assistant Director of Human Resources had become vacant with the resignation of Mr. Pierre-André Arel;

WHEREAS the position had been advertised throughout the ETSB and through the internal posting procedures for the Eastern Townships Association of Administrators (ETAA) & to Management members;

WHEREAS the candidate selected retains the qualifications and experience that respond to the criteria designated by the General Directorate;

IT WAS MOVED BY Commissioner D. Zigby that the Council of Commissioners appoint Ms. Julie Edwards, Assistant Director of Human Resources, effective August 17, 2020.

Carried unanimously

7.2 Resolution No. ETSB 20-08-03
Appointment of Principal of Massey-Vanier High School

WHEREAS the position of Principal at Massey-Vanier High School had become vacant with the appointment of Ms. Julie Edwards as Assistant Director of Human Resources;

WHEREAS the Selection Committee unanimously recommends this person to the Council of Commissioners;

WHEREAS the candidate selected retains the qualifications and experience that respond to the criteria designated by the General Directorate;

WHEREAS the approved candidate will be subject to up to one-year probationary period and performance appraisal process;

IT WAS MOVED BY Commissioner M. Mercure that the Council of Commissioners appoint Ms. Diane Sherrer-Vokey, Principal 100% of Massey-Vanier High School, effective August 17, 2020.

Carried unanimously

7.3 Resolution No. ETSB 20-08-04
Appointment of Principal of Waterloo Elementary School 70% / Other administrative duties 30%

WHEREAS the position of Principal at Waterloo Elementary School had become vacant with the appointment of Ms. Catherine Canzani as Principal of Farnham Elementary School;

WHEREAS the position had been advertised throughout the ETSB and through the internal posting procedures for the Eastern Townships Association of Administrators (ETAA) & to Management members;

WHEREAS the Selection Committee unanimously recommends this person to the Council of Commissioners;

WHEREAS the candidate selected retains the qualifications and experience that respond to the criteria designated by the General Directorate;

WHEREAS the approved candidate will be subject to up to one-year probationary period and performance appraisal process;

IT WAS MOVED BY Commissioner H. Turgeon that the Council of Commissioners appoint Ms. Adriana Lyons, Principal of Waterloo Elementary School 70% and other administrative duties 30%, effective July 20, 2020.

Carried unanimously

7.4 Resolution No. ETSB 20-08-05

Appointment of Principal 30% of Mansonville Elementary School

WHEREAS the position of Principal of Mansonville Elementary School had become vacant with the retirement of Mr. David Scott;

WHEREAS the position had been advertised throughout the ETSB and through the internal posting procedures for the Eastern Townships Association of Administrators (ETAA) & to Management members;

WHEREAS the Selection Committee unanimously recommends this person to the Council of Commissioners;

WHEREAS the candidate selected retains the qualifications and experience that respond to the criteria designated by the General Directorate;

WHEREAS the approved candidate will be subject to up to one-year probationary period and performance appraisal process;

IT WAS MOVED BY Commissioner D. Brodie that the Council of Commissioners appoint Ms. Fanny Boulais, Principal of Mansonville Elementary School 30%, effective July 2, 2020.

Carried unanimously

7.5 Resolution No. ETSB 20-08-06

Massey-Vanier High School – Appointment of Vice-Principal 100%

WHEREAS the position of Vice-Principal of Massey-Vanier High School had become vacated by the nomination of Ms. Diane Sherrer-Vokey as Principal of Massey-Vanier High School;

WHEREAS the position has been advertised throughout the ETSB territory through the internal posting procedures for the Eastern Townships Association of Administrators (ETAA) and to Management members;

WHEREAS the Selection Committee unanimously recommends this person to the Council of Commissioners;

WHEREAS the candidate selected retains the qualifications and experience that respond to the criteria designated by the General Directorate;

WHEREAS the approved candidate will be subject to a one-year probationary period and performance appraisal process;

IT WAS MOVED BY Commissioner J. Murray that the Council of Commissioners appoint Mr. Mathieu Viens, Vice-Principal 100% of Massey-Vanier High School effective August 26, 2020.

Carried unanimously

8. REPORTS

8.1 DIRECTOR GENERAL'S REPORT

The Director General, M. Soucy, reported the following:

I am very pleased to be welcoming everyone back for the new school year. Although we know that this year will be different, we are excited to have our students back in class.

We have to remember that we all have an important role to play in making this back to school memorable, not because of COVID-19, but for all the promises, excitement and connections (old and new) that come with every new school year.

Over the summer and, especially in the last few weeks, our school and centre teams have been working to put in place the measures of the Public Health & MEES Back to School Plan, to provide a safe environment for our students and staff.

COVID-19 brings a lot of uncertainties for all our school communities, but the experience learned during the reopening in May will certainly help us. We know that adjustments will need to be made as we progress, but we will adapt together and succeed in the context of COVID-19.

Although the health and safety of our students and staff will be our first priority, we need to focus on our students' success. Last year ended abruptly and we need to do what is necessary to get everyone back on track. This is a major responsibility for our teachers, administrators, professionals and support staff, of which I have every confidence they will be up to the task and continue to put our students first.

I would like to take this opportunity, to say thank you to all our personnel for their hard work and dedication. I am sure they too are looking forward to getting back and seeing their students and colleagues.

A big thank you to all the parents, who have put their trust in us to keep their children safe and continue to support them in their educational success.

A personal thank you to the Council of Commissioners for their support throughout COVID-19 pandemic and into this new year.

With all of us working together, we will be able to adapt to whatever comes our way, keeping our focus on our students' well-being and success.

I wish everyone a great back to school and an excellent new school year!

8.2 REPORT FROM THE CHAIR

The Chair of the Commissioners' Council, M. Murray, reported the following:

Welcome back from the strangest and for many the longest summer break in memory. Beginning next week students will be returning to education in a context radically different from what we knew. Welcome particularly to those of you who are here in person. The members of the Council of Commissioners and our administrators have been holding virtual meetings as we grappled with the challenges of reopening in the midst of a pandemic. However, it seemed appropriate to hold this meeting at least partially in person since we are expecting our administrators, teachers and other personnel to work in person in our schools. Consider this a gesture of solidarity with our personnel as we all learn to adapt to our new reality.

The last public Council meeting held in person was in February. At that meeting I reported the adoption under closure of Bill 40 transforming the administrative structures of Quebec Education and since then at different times the various stages in the destruction of local democracy and centralization of power in the hands of a single individual, the Minister of Education. What I did not foresee in February was that the COVID-19 Pandemic would completely upset education among other sectors of society. We have not had high schools open since March, and when elementary schools reopened in May for the final few weeks of the academic year barely one third of students resumed attending. Meanwhile the instructions from the Minister of Education in his role as principal of every school in Quebec has been improvised, contradictory, confusing, and often unworkable. It is hardly surprising that parents and school board employees still have concerns over the challenges of reopening schools.

In its determination to get the economy working again, the government has chosen a one-size-fits-all approach removing parental choice and the possibility of parents deciding whether or not to send their children back to school by requiring full attendance of students, eliminating the option of online instruction for all that was offered in the spring. I was delighted to note the launching of a lawsuit by parents challenging the government's right to impose such a draconian measure in the face of the pandemic. Despite many

issues with online learning, it was and remains an alternative for those concerned about possible exposure. The recent increase in the restrictiveness of conditions for exemptions for either personnel or students is an indication of their inability to understand local conditions and to be flexible or adaptive. When the government and its medical advisors speak of controlling the spread, the subtext is that there is enough capacity in hospitals to handle the inevitable infections that will follow reopening.

We can improve distance learning by eliminating the errors, the false starts, the structural difficulties and the lack of adequate professional development. We at ETSB may be uniquely positioned to demonstrate just how well online instruction can replace classroom learning. We created our Global Learning Institute in 2004 when we taught students around the world including in Japan, Macao, Brazil and multiple locations in the United States on behalf of the Cirque de Soleil. ETSB has been a leader for over 15 years in integrating technology into pedagogy and while it has been neither easy nor simple, it has given us ground to believe we can accelerate its development to make it an effective alternative to in-person education for those at risk. COVID-19 represents a golden opportunity to transform the way we educate young people, by trying various alternative approaches to meeting student needs in learning, mental health, nutrition and socialization.

The saddest aspect of the current centralization of authority in the hands of a single person is that the complexity and variety of challenges in education are far too great to be comprehended far less effectively managed by a single individual, no matter how well intentioned. One of the many advantages of locally elected and locally led school boards is their capacity to adapt to local circumstances, to experiment with new approaches and to demonstrate better more effective approaches to achieving our common goals. To a government obsessed with control, it is apparently incomprehensible that local leaders may have excellent ideas or that local experimentation may lead to broader transformation.

Collectively the Quebec English linguistic minority has challenged the application of Bill 40 to English school boards. The Canadian Charter of Rights and Freedoms confers the right of management and control of minority language education on the linguistic community including control of buildings, selection of employees and design of the curriculum. The case is not essentially about preserving school boards in their present form but more about clearly establishing the autonomy of English education. The English challenge won a stay of the application of Bill 40 to the nine English School Boards in mid-August. The ruling was that the English School Boards remain under the previous legal structure until the case on merits can be heard. The government immediately appealed the judgment to the Quebec Court of Appeal asking that the stay be lifted immediately allowing Bill 40 to apply until the case can be held. The result was to establish a hearing date before a panel of at least three judges on September 14th. As a result, planning for school board elections on November 1st 2020 as currently scheduled cannot proceed since we don't know under which regulations the election will be conducted. Our association of nine English school boards has called for elections to be delayed until the courts rule on the challenge to Bill 40.

An association of English and Anglophone groups with the title APPELE is leading the challenge to Bill 40. The costs of defending the rights of the minority English community are astronomical. One of several approaches to financing is a GoFundMe online appeal where anyone can contribute. It is possible to donate anonymously or openly. I urge anyone who is concerned about the constitutional rights of the English minority

in Quebec to contribute at gf.me/u/ysq5uh. Any contribution, however, modest will help and a large number of supporters will help too.

Our priority, as always is the best interest of our students. We believe parents should be free to choose what is best for their children, whether to attend school or to receive instruction online. We have always prioritized parental choice, understanding that every individual is unique. In that context we conducted a survey of parents to ask about their preferences. Those surveys should have been returned by last Friday and schools are in the process of confirming with those who indicated a preference for regular online instruction. In addition, we are preparing contingency plans against the possibility that specific classes or schools may be closed due to outbreaks of infection. If we do need to close a class or building, we plan to switch to online instruction with little or no interruption. For homes that may not be served by high-speed internet, we have cell modems that we will make available to ensure nobody is left out. We will do our utmost to serve those who attend as well as those who do not while taking every possible measure to ensure everyone's health and safety.

9. ADVISORY COMMITTEES' REPORTS

9.1 Executive Committee

The Chair of the Executive Committee, Commissioner M. Murray, presented the topics that were discussed at tonight's Executive meeting:

9.1.2 Resolution No. ETSB 20-08-07 QESBA Fees

WHEREAS the Quebec English School Boards Association (QESBA) and its member boards have embarked upon a court challenge to Bill 40: An Act to amend mainly the Education Act with regard to school organization and governance;

WHEREAS QESBA had a budget set aside for a portion of the total cost of a court challenge that could last up to five years;

WHEREAS QESBA was granted the initial challenge for a stay;

WHEREAS the Government of Québec has decided to challenge and appeal this ruling;

WHEREAS it is our responsibility to protect and promote English public education in Québec;

IT WAS MOVED BY Commissioner F. MacGregor that ETSB approves a one-time special assessment of \$2.00 per pupil to help offset the growing legal fees relating to the Bill 40 challenge.

Adopted unanimously

It is expected that any residue will be a prorated reimbursement to all English school boards. Can this resolution be deferred until a bigger school board adopts said resolution? As the Minister of Education can revert any decision; waiting after the Court of Appeal hearing can cause the ETSB problems.

9.2 Governance and Ethics Committee

The next meeting of the Governance and Ethics Committee is scheduled for September 1st 2020.

9.3 Audit Advisory Committee

The Chair of the Audit Advisory Committee, Commissioner J. Humenuik, presented the following resolutions:

9.3.1 Finance:

9.3.1.1 Resolution No. ETSB 20-08-08

Knowlton Academy – Signing Officers

WHEREAS the *Bank of Montreal* requires the names of representatives authorized to sign banking documents on behalf of the ETSB Knowlton Academy;

WHEREAS new assignments have changed the names of representatives in this school;

IT WAS MOVED BY Commissioner D. Zigby that the following individual be authorized to sign banking documents on behalf of the school:

Knowlton Academy	Brenda Scott (Remove)
	Catharine Spencer (Add)

Carried unanimously

9.3.1.2 Resolution No. ETSB 20-08-09

Mansonville Elementary School – Signing Officers for Schools/Centres

WHEREAS the *CIBC Bank* requires the names of representatives authorized to sign banking documents on behalf of ETSB schools, including Mansonville Elementary School;

WHEREAS new principal assignments have changed the names of representatives in this school;

IT WAS MOVED BY Commissioner D. Brodie that the following individual be authorized to sign banking documents on behalf of the school;

Mansonville Elementary

David Scott (remove)

Fanny Boulais (add)

Carried unanimously

9.3.1.3 Resolution No. ETSB 20-08-10**North Hatley Elementary School – Signing Officers**

WHEREAS the *CIBC* requires the names of representatives authorized to sign banking documents on behalf of ETSB North Hatley Elementary School;

WHEREAS new assignments have changed the names of representatives in this school;

IT WAS MOVED BY Commissioner C. Beaubien that the following individual be authorized to sign banking documents on behalf of the school:

North Hatley Elementary School

Nathalie McAuley (add)

Victoria Loach (remove)

Carried unanimously

9.3.1.4 Resolution No. ETSB 20-08-11**Pope Memorial Elementary School – Signing Officers**

WHEREAS the *Caisse Desjardins du Haut-Saint-François* requires the names of representatives authorized to sign banking documents on behalf of the ETSB Pope Memorial Elementary School;

WHEREAS new assignments have changed the names of representatives in this school;

IT WAS MOVED BY Commissioner M. E. Kirby that the following individual be authorized to sign banking documents on behalf of the school:

Pope Memorial Elementary School

Kim Fessenden (Remove)

Brenda-Lee Dempsey (Add)

Carried unanimously

9.3.1.5 Resolution No. ETSB 20-08-12**Sawyerville Elementary School – Signing Officers**

WHEREAS the *Caisse Desjardins du Haut-Saint-François* requires the names of representatives authorized to sign banking documents on behalf of the ETSB Sawyerville Elementary School;

WHEREAS new assignments have changed the names of representatives in this school;

IT WAS MOVED BY Commissioner M. E. Kirby that the following individual be authorized to sign banking documents on behalf of the school:

Sawyerville Elementary School	Jill Lowry (Remove)
	Cathy Dolloff (Add)

Carried unanimously

9.3.1.6 Resolution No. ETSB 20-08-13

Signing Officers for Schools/Centres

WHEREAS the Eastern Townships School Board ("ETSB") appointed the National Bank to provide banking services;

WHEREAS the accepted bid received from the National Bank also includes banking services for ETSB schools and centres;

WHEREAS the National Bank requires the names of representatives authorized to sign banking documents on behalf of ETSB schools and centres;

WHEREAS new principal and secretary assignments have changed the names of the representatives at Butler Elementary School, Farnham Elementary School, Waterloo Elementary School and Massey Vanier High School;

IT WAS MOVED BY Commissioner J. Humenuik that the following individuals be authorized to sign banking documents on behalf of their respective schools:

Butler Elementary School	Patricia Mosher (add)
	Catharine Spencer (remove)

Farnham Elementary School	Catherine Canzani (add)
	Jane Akroyd (remove)

Waterloo Elementary School	Adriana Lyons (add)
	Catherine Canzani (remove)

Massey Vanier High School	Diane Sherrer-Vokey (add)
	Julie Edwards (remove)
	Mathieu Viens (add)

Carried unanimously

9.3.2 Material Resources:

Nil.

9.4 Educational Advisory Committee

The Chair of the Educational Advisory Committee, M.E. Kirby, mentioned that the next meeting is scheduled for 2020 (to be determined).

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, D. Zigby, mentioned that the next meeting is scheduled for 2020 (to be determined).

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, C. Beaubien, mentioned the next meeting is scheduled on September 15, 2020.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner H. Turgeon, mentioned that the next meeting is scheduled on November 17, 2020.

9.8 Special Education Advisory Committee(SEAC)

The next meeting is scheduled on October 14, 2020.

10. Parents' Committee

The Commissioner representing parents, D. Zigby, mentioned that the next Parents' Committee meeting is scheduled for 2020 (to be determined).

11. Student Advisory Committee

Commissioner J. Humenuik, representing the Student Advisory Committee, mentioned that the next meeting is scheduled for 2020 (to be determined).

12. QESBA

None.

13. COMMISSIONER'S COMMENTS AND QUESTIONSC. Beaubien

Commissioner:

With all services provided to our students including transportation, why not take the opportunity to promote what ETSB can offer? With all schools having the same tax rate, it needs to be known.

M. Soucy

Director General:

We will have to be careful in regards to boasting about services that ETSB can offer.

J. Humenuik

Commissioner:

Can people sign up for the electoral list?

É. Campbell

Secretary General:

A notice of election form can be filled out and sent to the School Board. The form is accessible on the website.

14. UPCOMING EVENTS

None.

15. CORRESPONDENCE**15.1 Paige Frost, Student – Thank you note for the winner of Scholarship**

A student wrote and sent a Thank you note to the Commissioners:

'Thank you for choosing me as the winner of the Scholarship! It's very much appreciated'.

16. QUESTION PERIODM. Seline

President of the ATA:

Who is the Director of New Horizons?

M. Soucy

Director General:

Mr. Steve Dunn.

M. Seline

President of the ATA:

Who is the Director of Campus Brome-Mississquoi (CBM) Adult Education?

M. Soucy

Director General: Mr. Steve Dunn.

M. Seline

President of the ATA: Can the phone list be updated?

M. Soucy

Director General: It will be.

M. Seline

President of ATA: There is a concern for indoor air quality – AHU brings in fresh air into the classroom. Is the ETSB aware of this and would they consider a plan to install these?

É. Plante

Director of Material Resources: We are not aware this, we will look into it.

M. McCully

The Record: When school resumes, is there anything in place for the Breakfast Program being able to continue?

M. Murray

President: The Government has invested monies to support this kind of initiative in schools, not only for deprived schools, but in all schools. ETSB will comply to all CNESST and DSP'S directives.

17. GOVERNANCE AND COMMUNICATION

None.

18. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner H. Turgeon at 8:31 p.m.

Éric Campbell
Secretary General

Michael Murray
Chairman

EC/gm
08.25.2020