

## EASTERN TOWNSHIPS SCHOOL BOARD

### COUNCIL OF COMMISSIONERS

TUESDAY, FEBRUARY 22, 2022 – 7:00 P.M.

ETSB BOARD ROOM

340, SAINT-JEAN-BOSCO

MAGOG, QC. J1X 1K9

### MINUTES

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

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

**ZOOM (Z) – MEMBERS PRESENT (P) – MEMBERS ABSENT (A)**

**OBSERVERS**

Holly Bailey, Communications Consultant

**PUBLIC**

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

Matthew McCully, The Record

Lisa Brasseur, Waterloo Elementary Parent

Annie Brasseur, Pope Elementary Parent

Tara Coulombe, Waterloo Elementary Parent

Naomi Royer, Waterloo Elementary Parent

Ashley Lawrence, Waterloo Elementary Parent

Kymberley Morin, Special Education Consultant

Timothy Croteau, Parkview Elementary Teacher

Linda Brasseur, Waterloo Elementary Secretary

David Proulx, Waterloo Elementary Parent

James Lemaître, Sutton Elementary Principal

Kim Graveline, Waterloo Elementary Parent

Jesse Royer, Waterloo Elementary Parent

Amber Beakes, Waterloo Elementary Parent

Charline Rodrigue, Waterloo Elementary Parent

**1. CALL THE MEETING TO ORDER**

The Chairman called the meeting to order at 7:06 p.m.

**2. QUORUM AND ADOPTION OF THE AGENDA**

**QUORUM WAS ESTABLISHED AND IT WAS MOVED BY** Commissioner G. Holliday to adopt the Agenda of February 22, 2022 as deposited, with the following addition/correction:

**8.3** Student Ombudsman Report – In camera.

Carried unanimously

The Secretary General, E. Campbell informed all participants that the Council meeting will be recorded.

**3. APPROVAL OF THE MINUTES OF THE MEETING OF JANUARY 25, 2022**

**Resolution No. ETSB 22-02-44**

**Approval of the Minutes of the Meeting of the Council of Commissioners held on January 25, 2022**

**WHEREAS** a copy of the Minutes of the meeting January 25, 2022 has been given to each Commissioner at least 6 hours before the opening of the meeting, the Secretary General is excused from reading the Minutes.

**IT WAS MOVED BY** Commissioner G. Barnett to excuse the Secretary General from reading the Minutes and to approve the Minutes of the meeting held January 25, 2022 with the following corrections:

Council of Commissioners – January 25, 2022 meeting: Page 18 – pedagogical should have read pedagogical.

Council of Commissioners – January 25, 2022 meeting: SEAC – the next SEAC meeting should have read February 9, 2022 and not May 13, 2022.

Carried unanimously

#### 4. QUESTION PERIOD

- N. Royer: Is it normal for my daughter to receive marks for the term, but the teacher is not offering projects or paperwork, etc. to support the mark, to represent what the result is based on? I asked the Principal, but no documents nor projects have been shown to me. Is it legal to falsify marks? How do I get documentation in order to know how to address my child's needs?
- K. Mackey: In terms of marks, there is usually evidence of learning and the professional judgment of a teacher comes into the mark. Evidence of learning in terms of assessments, portfolios, comes into play. You should meet with the teacher to discuss this, then the Principal if you are not satisfied. First step is to get this information from the teacher.
- M. Murray: I understand that you are frustrated that you do not have documentation supporting your daughter's grade, but it is another thing to suggest or accuse the falsification of grades.
- J. Royer: I am concerned. I noticed that Nathalie Barr has been placed as a mentor. How can a mentor in a school be someone accused of doing something with children? She is accused of having a sexual relationship with a student back at Massey-Vanier High School (MVHS). How can this person be a mentor? This move does not make me feel safe.
- M. Murray: An accusation is not evidence of guilt. This is not a conversation, but permit us to answer the question. You are claiming this person is guilty of something that we are not able to establish. We are concerned with the safety and security of students and staff and would not knowingly place anyone in this place. If she is mentoring, it is because we feel that she has the talent and skill to do so.
- J. Royer: How is it that she was voted out in 2014 and she is now back in? It's eerie and it's freaky. Why was she voted out and now back?
- M. Murray: The actions in 2014 were followed up by a legal investigation. What was concluded did not take away from this individual. We do not consider her a danger to any students.
- A. Brasseur: Who is taking care of Human Resources (HR) issues/complaints? It sounds like there are many HR issues at the ETSB.

- M. Murray: The Student Ombudsman is the student protector. You can always bring your concerns to the Council of Commissioners through the Secretary General so that we may deal with it there.
- D. Proulx: Nathalie Barr is an amazing teacher, but as a parent, I would have liked to have known before allowing my daughter to have a sleepover at the school. I'm emotional here; I would have liked to have known before.
- M. Seline: What is the cost per day for student transportation if the ETSB school youth calendar does not coincide with the Centre de services scolaires Val-des-Cerfs (CSSVDC)?
- E. Campbell: I will get back to you with the appropriate answer.
- M. Murray: I believe it is approximately \$5,000 per day. If our partner does not have a snow day as well, we would pay for both days. Example: the snow day plus the added-on day (cost-wise, we basically pay 2 days for 1 snow day). We will get back to you with the actual cost.
- M. Seline: Is the Council of Commissioners aware of a Health Sector Survey for 12-25-year-olds?
- M. Murray: Yes, we are aware of this survey. The results will be presented at an upcoming meeting in March.
- D. Proulx: How does the ETSB or the Governing Board (GB) evaluate a Principal's performance?
- M. Murray: The evaluation of a Principal's performance is not part of the Governing Board mandate.
- K. Mackey: The Principal's evaluation is at the General Directorate level. Principals are evaluated through the lens of what is observed, meetings, performance, etc. Parent's opinions do not factor here. Leadership qualities are looked at when evaluating the principal.
- D. Proulx: So, is it only qualitative data coming from the supervisor and not staff burn out or teacher turn over, etc.?
- K. Mackey: The evaluation is based on competencies.
- D. Proulx: Waterloo Elementary School (WES) launched a private tutoring program. May we have permission to post the link to the fundraising initiative so people can contribute to this program?
- M. Murray: I was a little surprised to hear of this. The ETSB makes available to all students a tutoring program through LEARN Quebec. It offers one-on-one tutoring, addressing specific needs of each student. This tutoring is available and has been. We recognize, especially in this time of COVID, that students are struggling with school/class closures, etc. We strongly recommend you take advantage of the existing tutoring service offered. I am

surprised you want to go private. We will take the request under advisement and let you know.

D. Proulx: I take that as a no. I brought it up twice with the Principal and was told 'It's in the developmental stage (in process)'.

## 5. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited the following Commissioners to present the February 22, 2022 Recognition of Excellence:

*This month the Council of Commissioners and Senior Administrators of the Eastern Townships School Board would like to signal the following:*

### **Farnham Elementary's mission of LOVE!**



Farnham Elementary School embarked on a BIG HEART project this year that rallied all of its 7 classes together in support of other children on the opposite side of the world in Kenya. Due to challenges caused by the pandemic, some Kenyan parents were no longer able to afford the \$230 fee to send their child to school. Farnham Elementary seized this opportunity to give back, and launched into action. Each class held their own fundraiser, with the goal of raising \$2300 all together – enough to send 10 Kenyan students back to school. Some classes made Christmas cards, others chocolate lollipops, and a can recycling factory was set up in another class to name but a few of the projects. Altogether the school met its goal and were thrilled



by this experience of giving. Because of these efforts, 10 children's lives have truly been changed, as they are now able to return to their studies at Sokoro Primary School in Molo County, Kenya. This kind of learning reaches far past the pages of a textbook – way to go Farnham!

Check out the CTV coverage here:

<https://montreal.ctvnews.ca/children-at-quebec-school-find-unique-way-to-celebrate-valentine-s-day-1.5781466>



**Commissioner F. MacGregor:** Sherbrooke Elementary School (SES) makes history in Quebec, by becoming the 1<sup>st</sup> English school to officially boast the *Santé Globale* distinction. This affiliation brings about a climate change within the school as it embraces a holistic approach to well-being for its students and staff alike. Phys. Ed teacher, Marc Ghilarducci, had a vision and made it a reality having recognized the importance of developing individual sports and practices in addition to team sports. Students will benefit from increased physical activity with a focus on outdoor education, including alpine and cross-country skiing, snowshoeing, swimming, hiking, biking and more. The learning continues in the classroom as well, where students will learn about healthy eating, stress management, the human body and first aid. These are skills and activities that students can practice for a lifetime. With this affiliation to *Santé Globale*, SES can initiate students to individual physical activities that can improve their motor skills all the while promoting community connections. The school hopes that students will, in turn, bring these experiences back to their families.

Becoming a *Santé Globale* school has other benefits as well which include access to shared materials through the Foundation, ready-made lessons to teach in the class, and the possibility of collaborating with local French schools. According to SES, the biggest gain is the new identity that is being formed; a renewed sense of belonging to the school and a deep feeling of pride. As Mr. Ghilarducci said best, "This is imperative to staying Hooked on School!"

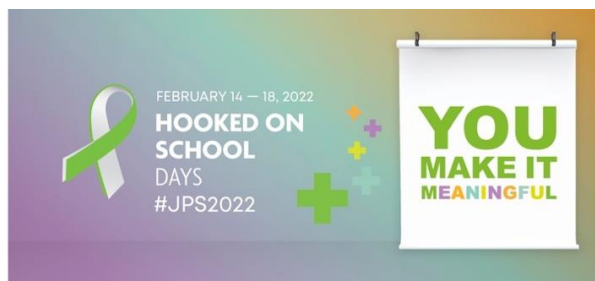
Currently Lennoxville Elementary is also in the process of becoming a *Santé Globale* school, and we encourage others to check it out! We congratulate Sherbrooke Elementary School on this accomplishment!

Have a listen to the interview featured on CBC's Quebec Am!

<https://www.cbc.ca/listen/live-radio/1-87/clip/15895390>



OUR  
ACTIONS,  
A+ IN  
THEIR  
SUCCESS!



## St. Francis Elementary is HOOKED ON SCHOOL!!

**Commissioner G. Holliday:** St. Francis had the honor of being 1 of 6 classes selected to take part in the LIVE event with spokesperson Laurent Duvernay-Tardif during the Hooked on School week! The smiles say it all, as the students were able to interact directly with the group and ask questions, etc. The students prepared posters and such, including ones replicating Duvernay-Tardif's Football Jersey. Hats off to St. Francis's cycle 3 team of Mandy Sullivan, Marie-Michele Savoie and Stephanie Jonker who organized this exciting event!

The school spent the entire week celebrating school perseverance with daily activities orchestrated to motivate and encourage students. The fun began on Monday the 14<sup>th</sup> with Valentines' celebrations and carried through the week with crazy hair day, winter carnival, a school-wide bingo game and more. St. Francis really did it up fine and definitely made it meaningful for all!



## 6. BUSINESS ARISING

There was no business arising.

## 7. NEW BUSINESS

There is no new business arising.

## 8. REPORTS

### 8.1 Director General's report

The Director General, M. Soucy had nothing new to report.

### 8.2 Chair's report

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

There seems to be a lot to report about ETSB since I last addressed you. We have now passed the halfway mark in the school year still juggling to keep classrooms staffed but so far we have managed. However, we have already used up all of our planned snow days with March storms still to come. We welcomed a new principal, Katrina Paxton, to Heroes Memorial School in Cowansville and began planning for next year.

I am delighted to see the number of attendees wearing pink shirts this evening. Pink Shirt Day is celebrated on February 23<sup>rd</sup> to commemorate a student anti-bullying initiative and has become symbolic of the importance of becoming an upstander instead of a bystander. When students at a Nova Scotia school saw a fellow student being bullied for wearing a pink shirt to school, including being subjected to homophobic slurs, they persuaded fellow students in large numbers to wear pink shirts as a gesture of solidarity against bullying. The celebration has since spread worldwide and symbolizes society's struggle to eliminate bullying in all its forms. I am proud to wear a pink shirt today in salute to all students who stand up to and decry bullying in schools and in society.

Of course, for the past two weeks, we have all been witnessing bullying by adults in the shape of the Trucker Convoy so implausibly and inaccurately self-proclaimed as a freedom convoy. Using the size of their vehicles, noise and refusal to respect laws or the rights of others, those bullies have rendered life hideous for residents of our nation's capital, prevented businesses from operating, obstructed commerce in multiple locations and intimidated anyone courageous enough to confront them. I like to think that the simple gesture of wearing pink tomorrow will serve to remind everyone that bullying in all forms is unacceptable. I am once again reminded that "**the only thing necessary for evil to triumph is for good people to do nothing**". I encourage all our students and personnel to take that message to heart.

I was dismayed to learn of the serious damage that occurred at Waterloo Elementary School over the first weekend in February. The heating system malfunctioned consequently causing freezing, pipes bursting and water infiltrating inside the structure. Ceilings, walls and floors below were damaged to the point that they must be demolished and replaced. Congratulations are due to the Buildings and Grounds



team led by Eric Plante and to Adriana Lyons, School Principal who responded rapidly and effectively starting on Sunday when the problem was discovered. The School staff and Board leadership also responded superbly in reorganizing spaces and moving furniture and equipment. Despite the extensive damage to the cafeteria, library and some classrooms, the School was closed for only one day and even the cafeteria was reopened. However, the cost to repair the damage is estimated initially at about one quarter of a million dollars and some of the affected spaces may not be usable until next fall.

Some students and their supporters at Richmond Regional High School (RRHS) demonstrated on February 10 against obligatory all day masking in school. I am pleased to report that the demonstration was both peaceful and orderly despite a cold day. Friends of the demonstrators circulated offering hot chocolate and donuts according to one account. We must acknowledge that the exercise of such civil rights as freedom of speech and freedom of assembly belongs to all of us, and that it is educational for students to express their opinions in such a manner. I applaud their initiative in sending a message to authorities and conducting themselves in a peaceful and respectful manner, unlike what we have seen by adults in Ottawa as previously mentioned. Secondary students like those at RRHS will soon be of voting age, and I hope that the political class took note of their message. Those we elect should never forget that they serve at the pleasure of the voters, and their function is to exercise such authority as they are given in the best interest of the rest of us.

We are celebrating Hooked on School Days this month. This initiative to encourage students to complete their schooling is particularly pertinent during this pandemic. Everyone has suffered stress and fatigue over the risks of contracting a serious, potentially fatal disease. We suffer as well from the frequently changing sometimes contradictory instructions on prevention issued from Public Health services and government. Students have perhaps suffered more than most from the concerns not only over becoming ill, but also the fear of infecting family. They have been denied the chance to see and socialize with friends and the joys of sports and gatherings. We are warned of serious mental health consequences from the ongoing pandemic in addition to the risks to physical health.

The COVID pandemic has also weighed heavily on ETSB staff. Many have been infected by the virus, some more than once and we have struggled to keep schools staffed in the face of many absences. Last week, one principal had to find sixteen replacements for personnel who were out sick, nearly a third of the staff of the school. Through it all, educators have continued to deliver their best to our students and deserve recognition for having performed magnificently to meet the demands and burdens placed on them. We certainly value their continuing efforts and recognize that they have gone far above and beyond any reasonable expectations in their efforts to keep students engaged and moving forward.

Most exciting of all, we will be opening the new school building in Drummondville. The building is spectacular and the facilities outstanding so we are all thrilled to be partners in this first completely new school for ETSB since 1968. As you all know, next week is our spring break and students who leave the little school on rue Chabanel will resume classes in the new building on March 8<sup>th</sup>. Plans are for students and parents to be offered an initial visit and tour on March 7<sup>th</sup>, which is a pedagogical day. The following week, on March 17<sup>th</sup>, we are planning to hold the official opening ceremonies, so please mark your calendars. We also intend to hold an open house to which we will invite the public, including the neighbors of the new school who have proved very interested and helpful.

On that note allow me to wish you all a healthy and relaxing spring break. This is our opportunity to refocus for the sprint to the end of the school year and the summer that will follow.

### **8.3 Student Ombudsman Report**

A parent has asked to meet with the Commissioners regarding a student ombudsman report. This presentation will take place in camera in order to respect the confidentiality of this parent's file.

**IT WAS MOVED BY** Commissioner G. Holliday to continue in camera; **IT WAS FURTHER MOVED BY** Commissioner D. Zigby to resume to the public meeting once this parent will have presented her file.

In camera session: 7:45 p.m.

End of in camera session: 8:13 p.m.

## **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:

- Staffing;
- Resolutions to be presented at this meeting.

### **9.2 Governance and Ethics Committee**

The Chair of the Governance and Ethics Committee, Commissioner R. Gagnon, mentioned the topics discussed at the February 1<sup>st</sup> 2022 meeting:

- Symposium Committee Update;
- Status of ongoing cooperation with *Centre de services scolaires Val-des-Cerfs (CSSVDC)*;
- Drummondville Elementary School (DES) Moving to New Building Planning;
- Buildings and Grounds (B&G) Investment Projects Discussion.

The date of the next Governance & Ethics meeting is scheduled for March 15, 2022.

### **9.3 Audit Advisory Committee**

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

#### **9.3.1 Finance:**

None.

### 9.3.2 Material Resources:

#### 9.3.2.1 Resolution No. ETSB 22-02-45

##### Butler Elementary School – Windows and Doors Replacement

**WHEREAS** the *Ministère de l'Éducation (MEQ)* approved a budget of \$367,250 for the project stated above, under the program *RDE – Résorption du déficit d'entretien 2019-20 Mesure: 50622*;

**WHEREAS** a company known today as *Élite Construction* was awarded a contract in the amount of \$205,174 including professional fees and taxes, for the project stated above;

**WHEREAS** during the project, some modifications for additional work needed to be done;

**WHEREAS** the amount of \$52,410 to pay for all modification orders, additional work and professional fees (including taxes), is required to finish the project;

**WHEREAS** the total amount for the contract including all modification orders, additional work, and professional fees (including taxes), adds up to \$257,585;

**WHEREAS** all additional funds required to complete the project, will be taken from *MDB - Maintien des bâtiments 2019-20* program;

**IT WAS MOVED BY** Commissioner J. Humenuik that the modification and/or additional work be awarded in order to complete the work for the project stated above; **IT WAS FURTHER MOVED** that the Director General and/or the Director of Material Resources be authorized to sign all associated documentation.

Carried unanimously

#### 9.3.2.2 Resolution No. ETSB 22-02-46

##### Lennoxville Elementary School – Fire Escape Replacement

**WHEREAS** the *Ministère de l'Éducation (MEQ)* approved a budget of \$92,965 for the project stated above, under the program *RDE – Résorption du déficit d'entretien 2019-20 Mesure: 50622*;

**WHEREAS** a company known today as *Construction Longer* was awarded a contract in the amount of \$61,111 including professional fees and taxes, for the project stated above;

**WHEREAS** during the project, some modifications for additional work needed to be done;

**WHEREAS** the amount of \$26,893 to pay for all modification orders, additional work and professional fees (including taxes), is required to finish the project;

**WHEREAS** the total amount for the contract including all modification orders, additional work, and professional fees (including taxes), adds up to \$88,004;

**WHEREAS** all additional funds required to complete the project, will be taken from *MDB - Maintien des bâtiments 2019-20* program;

**IT WAS MOVED BY** Commissioner G. Barnett that the modification and/or additional work be awarded in order to complete the work for the project stated above; **IT WAS FURTHER MOVED** that the Director General and/or the Director of Material Resources be authorized to sign all associated documentation.

Carried unanimously

**9.3.2.3 Resolution No. ETSB 22-02-47**

**Lennoxville Elementary School – Staircase Renovation**

**WHEREAS** the *Ministère de l'Éducation (MEQ)* approved a budget of \$534,453 for the project stated above, under the program *MDB - Maintien des bâtiments 2020-2021 Mesure: 50621*;

**WHEREAS** three (3) companies retrieved the project specifications after a public invitation to bid on the project;

**WHEREAS** two (2) bids were received by the Eastern Townships School Board by the date and time specified;

**WHEREAS** the lowest bid in the amount of \$246,600 (excluding taxes), was received from the company *Construction Guy Sébas Inc.*;

**WHEREAS** after reviewing the bids, the company *Construction Guy Sébas Inc.* is the lowest bidder in conformity, to do the work for the amount of \$341,617, including taxes and professional fees;

**IT WAS MOVED BY** Commissioner H. Turgeon to proceed with the work for the project stated above; **IT WAS FURTHER MOVED** that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

**9.3.2.4 Resolution No. ETSB 22-02-48**

**New Horizons – Staircases Renovation**

**WHEREAS** the *Ministère de l'Éducation (MEQ)* approved a budget of \$464,826 for the project stated above, under the program *MDB - Maintien des bâtiments 2019-2020 Mesure: 50621 and 2021-2022 Mesure: 50622*;

**WHEREAS** one (1) company retrieved the project specifications after a public invitation to bid on the project;

**WHEREAS** one (1) bid was received by the Eastern Townships School Board by the date and time specified;

**WHEREAS** the lowest bid in the amount of \$509,300 (excluding taxes), was received from the company *Les Construction Guy Sebas Inc.*;

**WHEREAS** the company *Les Construction Guy Sebas Inc.* is the lowest bidder in conformity to do the work for the amount of \$639,616 including taxes and professional fees;

**IT WAS MOVED BY** Commissioner G. Holliday to proceed with the work for the project stated above; **IT WAS FURTHER MOVED** that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

**9.3.2.5 Resolution No. ETSB 22-02-49**

**Sherbrooke Elementary School – Staircase Renovation**

**WHEREAS** the *Ministère de l'Éducation (MEQ)* approved a budget of \$701,859 for the project stated above, under the program *MDB - Maintien des bâtiments 2019-2020 Mesure: 50621*;

**WHEREAS** one (1) company retrieved the project specifications after a public invitation to bid on the project;

**WHEREAS** one (1) bid was received by the Eastern Townships School Board by the date and time specified;

**WHEREAS** the lowest bid in the amount of \$436,000 (excluding taxes), was received from the company *Grondin Marois Inc.*;

**WHEREAS** the company *Grondin Marois Inc.* being the lowest bidder in conformity to do the work for the amount of \$549,638 including taxes and professional fees;

**IT WAS MOVED BY** Commissioner F. MacGregor to proceed with the work for the project stated above; **IT WAS FURTHER MOVED** that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

**9.3.2.6 Resolution No. ETSB 22-02-50**

**Waterloo Elementary School – Emergency Repair (Flood)**

**WHEREAS** the Eastern Townships School Board (ETSB) has dedicated a budget of \$250,000 for the project stated above where monies are planned to be taken under the *RTB – Réfection et Transformation des Bâtiments 2021-22*;

**WHEREAS** the ETSB believes this repair is vital for the Waterloo Elementary School's building;

**WHEREAS** an indemnity and investigation from the insurance company will be done;



**WHEREAS** a budget of \$250,000 is required to complete the repairs;

**IT WAS MOVED BY** Commissioner A. McCrory to proceed with the work for the project stated above; **IT WAS FURTHER MOVED** that the Director General be authorized to sign all associated documentation and that in the absence of the Director General, the Director of Material Resources can also sign.

Carried unanimously

The date of the next Audit Advisory meeting is scheduled for May 17, 2022.

#### **9.4 Educational Advisory Committee**

The Director of the Educational Services, E. Lettner, mentioned the topics discussed at the February 8, 2022 meeting:

- Complementary Services – Recommendations;
- Adult Education – Reaching out to students at-risk of dropping out;
- LES – A school's journey to Health and Well-Being.

The Director also presented the following resolution:

##### **9.4.1 Resolution No. ETSB 22-02-51** **Eastern Townships School Board – International Student Program (ISP) – Agent Fees**

**WHEREAS** the Eastern Townships School Board's (ETSB) International Student Program's (ISP) mission is to promote opportunities to expand our understanding of multicultural realities, thus promoting a sensitization to diversity in the development of global citizens;

**WHEREAS** a part of the mandate of the International Student Program is to increase student population within ETSB schools and centres;

**WHEREAS** in order to limit its financial risk and assure the success of its ISP, the ETSB is working with agents and agencies that offer support to both parties in the recruitment of students and the bridging of cultural and linguistic barriers;

**WHEREAS** the ETSB works within the regulatory frameworks established by Immigration Canada, *le ministère de l'Immigration, Francisation et Intégration (Québec)*, and by the guidelines of the *Canadian Association of Public Schools International*, a non-profit organization comprised of 108 publicly-funded districts and *Éducation Internationale*, a non-profit cooperative funded by the *ministère de l'Éducation du Québec (MEQ)*;

**WHEREAS** the ETSB cannot, on a yearly basis, project an exact number of international students recruited in its ISP, nor can it project which agency they will be recruited by;

**WHEREAS** a contractual agreement stipulates a percentage of the tuition fees to be paid to agents, on the basis of results;

**WHEREAS** the percentage for youth sector programs and for the adult programs is dictated by the global market for International Student Programs;

**WHEREAS** agent or agency fees for recruitment of international students are paid upon presentation of invoices following official student counts and which follows the usual commercial practice;

**WHEREAS** in 2020-2021, the ETSB has been invoiced to the amount of \$61,818.00;

**WHEREAS** in 2021-2022, we predict agency fees totaling an amount of \$66,294.50;

**WHEREAS** any fees over \$10,000.00 will be reported to the SEAO, in accordance with governmental regulations;

**IT WAS MOVED BY** Commissioner J. Humenuik that the ETSB may pay the fees described above to the agencies; **IT WAS FURTHER MOVED** that the Director General or the Director of Instructional Technology and Educational Services be authorized to sign all associated documentation.

Carried unanimously

The date of the next ESAC meeting is scheduled for April 5, 2022.

#### **9.5 Communications Advisory Committee**

The Chair of the Communications Advisory Committee, M. Mercure, mentioned that the date of next meeting is scheduled for March 29, 2022.

#### **9.6 Human Resources Advisory Committee**

The Chair of the Human Resources Advisory Committee, C. Beaubien, mentioned that the date of the meeting is scheduled for April 12, 2022.

#### **9.7 Transportation Advisory Committee**

The Chair of the Transportation Advisory Committee, Commissioner G. Holliday, mentioned that the date of the next is scheduled for May 3, 2022.

#### **9.8 Special Education Advisory Committee (SEAC)**

The Special Education Advisory Committee Parent Commissioner, E. McKnight mentioned that the date of the next SEAC meeting is scheduled for April 13, 2022.

### **10. PARENTS' COMMITTEE**

The Commissioner representing parents, D. Zigby, mentioned the following:

- New school in Drummondville;
- Communication concern between parents and the school;
- Central Parents' Committee (CPC) is ready to send out a survey to parents on bilingualism;

- Hooked on School event presentation about what is done in schools;
- Governing Board concerns about secretarial issues.

The date of the next Parents' Advisory meeting is scheduled for March 9, 2022.

## **11. STUDENT ADVISORY COMMITTEE**

Commissioner J. Humenuik, representing the Student Advisory Committee, mentioned the following:

- The last meeting took place on February 10, 2022;
- Follow-up on the radio activity with CJMQ;
- Meeting with alumni was canceled;
- Mr. Steve Dunn from ETAGE jumped in at the last minute and entertained students about Adult Education and its opportunities.

The next Student Advisory Committee meeting is scheduled for March 8, 2022.

## **12. QESBA**

At the January meeting, the second half of the General Assembly took place in order to complete the election of officers. The existing officers were re-elected for a term of 2 years. In addition, agreements for each category of employees within the School Board have been signed. Ms. Christine Denommé, Director of Labor Relations for QESBA will retire soon. A new team will be getting into place to deal with new agreements in 2 years time.

We are still waiting for the judgment regarding the Bill 21 appeal and the Bill 40 challenge. Looking forward to getting the judgment sometime, but we still do not have a timeline for this.

## **13. COMMISSIONER'S COMMENTS AND QUESTIONS**

Commissioner G. Barnett: Mr. Barnett attended the Lennoxville Vocational Training Centre (LVTC) Governing Board (GB) meeting. They addressed the following topics:

- 24U Program – Cycle 2 students at risk of drop out:
  - ✓ Students get a Secondary 5 diploma plus a trade at the same time. The program targets students with a high dropout risk and provides multiple pathways. If the students get their Secondary courses done early, they can go to LVTC. There are 20 students in welding, most from AGRHS, 1 from 24 Juin, 1 from AB.
- Recognition of competencies (RAC) – local companies are asked to upgrade their employees' skills:
  - ✓ Many work on this and the service is offered in all programs with a focus on what this brings to the community. A lot of promotion is underway to encourage the industry to upgrade skills.
- LPN – 12 students started in January, which have been approved by the CIUSSS. A regular group of 20 students will begin in March.

- IHCA – A group will start in March and perhaps another in April. This is an accelerated program;
- SAE (*Service aux entreprises*) – The AEP machining is the first real project. This will start in May with the SAE. RAC can also be applied and there are many options with SAE because LVTC is now known.

Mr. Barnett also attended the Alexander Galt Regional High School (AGRHS) GB meeting and the following topics were addressed:

- The school mentioned they were fully staffed with 2 new professionals – Guidance Counselor and Student Activities Coordinator (Recreation Technician);
- Contingency Survival Plan was reviewed – The biggest challenge is any teacher shortage, the best scenario being current staff filling in gaps and the worst scenario being obliged to regroup students. Luckily, AGRHS has only a few staff away and the situation has been manageable. This is a team approach;
- 15+ Program was approved – derogated program targeting Cycle 2 students. Besides the regular obligatory S3 courses, the program is aligned with concentrations:
  - ✓ Sports (Hunting & Fishing);
  - ✓ Visual Arts;
  - ✓ Mechanics and Woodworking
  - ✓ Skills for living.
- Mesure 15028 – \$300K available theoretically, but the rules are very rigid and it is difficult to identify what activity might be accepted. MEQ often refuses to refund activities so there is a big risk to spend any money that might not be refunded. It is a real challenge to use these grants. \$30K was spent for online teaching materials for COVID. The COVID part was refunded.
- Survival Plan;
- Difficulties in replacing administrative staff.

Commissioner F. MacGregor: Mr. MacGregor is interested in the survival plan. The Principal Peggy McCourt said things are going quite well; if a teacher is out and needs a replacement, etc. The biggest difficulty is replacing administrative staff. You can tell this period of time is challenging regarding staffing. We all have to be conscious of this when making decisions.

Commissioner A. McCrory: Ms. McCrory mentioned that she attended the Parkview Elementary School GB meeting, which went well and the Chair explained the Fund. They also started a Student Council! She also mentioned that she has missed the last Waterloo Elementary School (WES) GB meeting because she did not receive the invitation. She is excited about all the action taking place at WES; it will be so uplifting for the school.

**14. UPCOMING EVENTS**

None.

**15. CORRESPONDENCE**

None.

**16. QUESTION PERIOD**

N. Royer

WES Parent:

I am asking a question in a different way. I'm here as a mother and am extremely concerned. I hear what you are saying Ms. Mackey. Is there a hierarchy of people I should go through if I want to get the assessment material in order to better understand the assessment of my child or must I go straight to the Ministry of Education? I do not feel that my daughter's marks are legitimate. I gave the Principal until Friday to produce work to indicate what the marks were based on. If that does not happen, where do I go? Who do I ask?

M. Murray

ETSB Chair:

You must go through the normal process of complaint. If you are dissatisfied with the Principal's decision, you can always address your concern to the Secretary General.

M. Seline

ATA President:

I appreciate the articles from The Sherbrooke Record. There was an article regarding the WES tutoring program, which was published on February 22. Is the Council of Commissioners and Mr. Proulx aware of a particular 'Measure' to be decided at the level of the school with regards for tutoring at school?

M. Murray

ETSB Chair:

Do you mean funding? I was unaware of it, but it's fantastic!

M. Seline

ATA President:

In reference to an article from The Record regarding ETSB on the Road launches a new program, I congratulate those who started this program and I applaud their initiative.

M. Murray

ETSB Chair:

Are you referring to bringing education to the communities where people live? If so, thank you for the congratulations.



D. Proulx

WES Parent:

Can Human Resources have a look at the model of 360° evaluation of administrators and bring that to the powers that be to evaluate and aid the situation?

A. Beakes

WES Parent:

My question is regarding my daughter's math grades. I was told she was doing very well, but the report card indicated the complete opposite. I asked the Principal to no avail. I also sent an incident report to the Board, but have not received any response. What is my next step and what can I do next? I sent my child to Parkview Elementary and within 2 days, she got more help than she has had in the last 3 years that she spent at WES. Who do I speak to if I am not satisfied with the support that my child is lacking in school?

M. Murray

ETSB Chair:

I am happy to hear that she got the help she needed. In regard to the next step, you must direct it to the Principal. If you are not satisfied, then you may send your concern to the Secretary General. You must send it to the appropriate person at the Board level and not in a mass email to all. When you do that, things tend to get lost.

D. Proulx

WES Parent:

Are you aware that some parents are transferring their children from WES to other schools because they are not satisfied about their school? Do the Commissioners have any way to measure or know if families are leaving the school or moving kids to French schools? Do you have a process to be aware of when this happens and do you have any advice to give to parents?

M. Murray

ETSB Chair:

We are aware when transfers occur; people leave and we are aware and concerned. We are sensitive to this reality; students have the choice to go to a French school or another school board. There is some measure of follow up if that happens between ETSB schools. You may send a specific letter to the Secretary General with details of why you are switching the student to another school.

M. Selinel

ATA President:

Referring to Mr. Barnett's report, the ATA totally supports his reports and initiatives in his sector. Can we have an update on air exchangers?

E. Plante

Director of Material Resources:

We have installed sensors in pretty much 80% of schools. Results are in line with last year's results and readings. The installation in other schools is still underway.

M. Murray

ETSB Chair:

The reason they have not yet been installed in all classrooms is that we have not received them from the Ministry, which they were promised last September.

M. Seline

ATA President:

What is the status of local negotiations?

J. Pauw

Director of Human Resources:

At the present moment, we have not signed any agreement. We have not started the negotiations yet.

M. McCully

The Record, journalist:

Mr. Murray, when reporting in The Record, we refer to you as the Chairperson and President of the ETSB's site. Is this an error and should we change the title in our Record articles?

M. Murray

ETSB Chair:

It's a French/English thing. You should probably continue to use Chairman in your articles.

M. McCully

The Record, journalist:

Is there any motion or decision coming out of the in-camera session?

M. Murray

ETSB Chair:

The reason we hold the session in camera is to respect the confidentiality of the process, no comment will be made to the public.

M. McCully

The Record, journalist:

Have there been any comments regarding the suspension of wearing masks in schools while seated as of March 7<sup>th</sup>? Could you comment?

M. Murray

ETSB Chair:

We got excited yesterday when an administrator found an obscure sentence in a Ministry document stating this. We checked with the Ministry, but it's for the future so the excitement has deflated. I think all would applaud if mask wearing while seated in class would be voluntary. It has nothing to do with medical science, but to relieve staff from policing, which should not be part of a teacher's job description.

J. Lemaître

Sutton Elementary Principal:

My family is happy to finally have a doctor in the family (jokingly). I'm constantly dealing with COVID questions day and night and over the weekend, etc. I believe there are two different dates for mask mandates. I would like The Record to confirm this. I think it depends on the status of infection, but I am not sure which one ESTRIE comes under.

C. Rodrigue

WES Parent:

I am concerned about my daughter's marks. The Principal signed and approved her report card. What must I do when I still have no information from the teacher who was put in place that has numerous complaints against her, but was still promoted? To whom may I address my concern if I am not satisfied with the assessment of my child?

M. Murray

ETSB Chair:

You should address all concerns to the Secretary General and we will deal with it.

D. Proulx

WES Parent:

Was the Student Ombudsman Report an annual report or a particular report?

M. Murray

ETSB Chair:

A particular report.

## **17. GOVERNANCE AND COMMUNICATION**

None.

## **18. ADJOURNMENT**

There being no further business, the meeting was adjourned on a motion by Commissioner D. Zigby at 9:06 p.m.

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Éric Campbell  
Secretary General

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Michael Murray  
Chairman

EC/gm  
02.22.2022