

EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, AUGUST 22, 2023 – 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

COMMISSIONERS		PARENT COMMISSIONERS	
Gordon Barnett	Z	Eliza McKnight	Z
Claire Beaubien	Z	Dan Nagle	Z
Richard Gagnon	Z	Helene Turgeon	Z
Richard Gosselin	Z	Daniel Zigby, Vice-Chair	Z
Gary Holliday	Z	DIRECTORS' COMMITTEE (DC)	
Joy Humenuik	Z	Secretary General – Éric Campbell	P
Shawn Jersey	Z	Director General – Kandy Mackey	P
Mary-Ellen Kirby	Z	Assistant Director General & Director of Financial Services – Sophie Leduc	Z
Frank MacGregor	Z	Director of Human Resources – Caroline Dufresne	
Jonathan Murray	Z	Director of Instructional Technology and Pedagogical Services – Eva Lettner	Z
Michael Murray, Chair	Z	Director of Complementary Services – Emmanuelle Gaudet	Z
Tina Pezzi-Bilodeau	Z	Director of Material Resources – Éric Plante	Z

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

OBSERVERS

Holly Bailey, Communications Consultant

1. CALL THE MEETING TO ORDER

The Chairman called the meeting to order at 7:01 p.m.

2. QUORUM AND ADOPTION OF THE AGENDA

QUORUM WAS ESTABLISHED AND IT WAS MOVED BY Commissioner R. Gagnon to adopt the Agenda of August 22, 2023 as deposited, with the following addition:

7.1 Extension of the Delegation of Powers to the Director General.

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF JUNE 27, 2023

Resolution No. ETSB 23-08-01

Approval of the Minutes of the Meeting of the Council of commissioners held on June 27, 2023

WHEREAS a copy of the Minutes of the meeting of June 27, 2023 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 on June 27, 2023 as deposited.

Carried unanimously

4. QUESTION PERIOD

A. Blampied

ATA president:

Is there a timeline to update the Eastern Townships School Board (ETSB) policies?

M. Murray

ETSB Chair:

There is no specific timeline. Whenever there is a need to update a policy, we look into it.

5. RECOGNITION OF EXCELLENCE

There is no Recognition of Excellence to present this month.

6. BUSINESS ARISING

There was no business arising.

7. NEW BUSINESS

The Secretary General, E. Campbell presented the following resolution:

7.1 Resolution No ETSB **23-06-102** Delegation of Powers to the Director General

WHEREAS all Management positions will not be assigned by June 27, 2023;

WHEREAS the last Council of Commissioners meeting for the 2022-2023 school year will be held on June 27, 2023;

WHEREAS some administrative positions will need to be appointed before the next Council of Commissioners' meeting held in August so that they may prepare for the start of the new school year;

WHEREAS the appointment of administrators is usually done by the Council of Commissioners;

IT WAS MOVED BY Commissioner D. Zigby to delegate the power of appointing administrators in conformity with the administrative structure for 2023-2024 to the Director General as to facilitate the start-up for the 2023-2024 school year effective June 28, 2023 until August 22, 2023.

IT WAS MOVED BY Commissioner F. MacGregor to extend the Delegation of Powers to the Director General.

8. REPORTS

8.1 Director General's report

The Director General, K. Mackey, reported the following:

As we stand on the threshold of a new school year, we extend our warmest welcome to all of you. We hope you have had a restful summer and are ready to embark on a journey of growth, excellence, and achievement.

In the upcoming month, we are eagerly looking forward to adopting our 2023-2027 Commitment-to-Success Plan, a plan that our Ministry of Education commented "*Je vous félicite pour la qualité de votre plan qui saura susciter l'engagement et la mobilisation de l'ensemble des établissements d'enseignement sous la responsabilité de votre organisation scolaire*". This plan builds upon our existing strengths while driving us towards even greater heights. Our core pillars of student intellectual engagement, developmental approach, professional learning communities and pedagogical leadership remain at the heart of our efforts. We are determined to increase our 7-year cohort graduation and certification rate from its current 77.5% to an ambitious 82.5%. This commitment reflects our unwavering dedication to ensuring that each student thrives. Our journey is guided by the values of integrity, wellbeing, and growth. These values are not just words but principles that we embody in every decision, action, and interaction. These will permeate our organization as we focus on the well-being of our

students and staff, on the vulnerability of our preschoolers, on bilingualism, and on valorizing alternate pathways and transitions that empower every student's unique journey.

This year, our Educational Services Team is dedicated to supporting schools/centres in the realization of the objectives that they have set in their Educational Projects. They will continue to provide comprehensive Developmental Approach training for both staff and parents, as well as investigate strategies that will enhance Student Intellectual Engagement. Furthermore, promoting Equity, Diversity, and Inclusion is integral to our mission and, as a result, there will be continued professional development on Education for Reconciliation and our International Student Program (ISP) will continue to be a platform for sharing cultures, fostering understanding, and celebrating diversity. We are creating an inclusive environment where every voice is valued.

From our Buildings & Grounds Team, we are excited to share the progress in infrastructure enhancements. A total of \$14.1 million has been allocated for the renovation of schools in the coming year. Year 3 of our eco-energetic project phase 1 is underway, with the goal of reducing our carbon footprint by upgrading mechanical ventilation and heating systems. By June 2024, we anticipate substantial CO² savings and improved indoor environments for our students and staff. By then, we will have 12 schools in full mechanical ventilation with A/C and two with partial ones...who would have imagined that one day schools would have A/C.

From our Finance Department, know that 72% of our budget is dedicated to salaries – a testament to the pivotal role our employees play in helping our students succeed. They are the heart of the Eastern Townships School Board. Their dedication is invaluable, and our Human Resources Team is here to collaborate with them, ensuring a nurturing work environment where talents are recognized and valued.

In closing, as we step into this new academic year, it is truly a privilege to be your Director General and with our team of support staff, professionals, teachers, administrators, directors of services, commissioners and supportive parents and community members, ETSB will soar! Let's remember to be positive and value education – not just the piece of paper called a diploma but rather all that surrounds education – the student, the staff, the learning. Let's work together to create an environment where every student can flourish and every staff member can thrive.

Welcome back, and may this year be one of accomplishment, collaboration, and growth!

Your Director General,

Kandy Mackey

8.2 Chair's report

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

I am delighted to welcome everyone back to a new school year. This year, we have many developments to stimulate and challenge us. Every new school year is exciting as students reconnect with friends after a summer of separation, colleagues exchange stories of their vacation and new staff members tentatively

find their place in each school's social network. We are beginning this year with a new yet familiar Director General who is an outstanding pedagogue. Kandy Mackey was Director General until about four years ago but had to take leave for personal reasons. She has been serving as assistant Director General for the past couple of years and has already had an impact on our focus and orientations.

We also welcome several new principals and vice principals and wish them immediate and ongoing success in their positions. There were 151 teaching positions including full time and part time to be filled this year due to retirements and other causes of departure. That number is not extraordinary, compared to 154 positions the previous year. Of that number, 10 positions remain to be filled ranging from 40% to full-time contracts. All our full-time tenured positions are filled. Interviews are ongoing as we speak, and we expect to have a full complement of teachers to start the school year.

Media frequently mention illegal teachers, so I want to reassure everyone that we do not employ, nor do other boards employ, illegal teachers. Some, however, are granted provisional teaching certificates by the Ministry of Education based on their university degrees and commitment to follow additional pedagogical training. We have engaged 8 such individuals so far, amounting to about 2% of our teaching staff.

Recruiting for support staff is ongoing. Our support staff postings often happen through the summer rather than earlier and we still have 50 positions to fill out of a total of 249. We are still seeking 6 Daycare staff ranging between around 4 hours per week to around 25 hours a week. Vacancies remaining include 15 Handicapped Student Attendants and 29 Special Education Technicians so clearly these are the positions we are finding it most difficult to fill. Finally, we are still seeking 2 regular bus drivers with interviews of candidates underway. We would like to recruit several replacement drivers as well. Those occasional drivers often work 50% of the year so it can be a substantial supplementary income for someone who doesn't wish to commit to a full-time position.

We will shortly be launching a new Commitment to Success Plan. Consultations have been underway for nearly a year culminating with an intensive round of presentations in each school late in the last academic year. This plan is truly the result of a collaborative effort by staff at all levels, administrators and commissioners. Our aim is to build on the success of the previous five-year plan while implementing a range of fresh or renewed strategies for student success. We are confident that the implementation of this ambitious plan will take our board to a new level of performance as demonstrated through student success.

Another widely anticipated development is the publication of a judgment on our challenge of Bill 40. I probably do not need to remind anyone here of the sweeping structural changes legislated in that bill, almost none of them aimed at improving student success. Justice Lussier of Quebec Superior Court delivered a comprehensive rejection of virtually all the key organizational changes of the bill based on protection for minority communities enshrined in the Canadian Charter of Rights and Freedoms at clause 23. As a result, the English community retains its school boards, election of commissioners by universal suffrage of members of our community and management and control of our education system. We are still within the period in which the government can appeal the judgment to a higher court, and that may occur, but during any such appeal the status quo remains in place. The situation during the past

30 months since Bill 40 was adopted clearly demonstrates that two parallel systems can exist without undue stress. We sincerely hope that the government will accept the judgment and proceed with collaborative efforts to improve student outcomes for all.

Once again, allow me to welcome everyone to our new year. I wish you all a fulfilling and challenging year of personal and professional growth. I also welcome new students and their families, urging them to take full advantage of the many satisfying opportunities to become involved in our schools, our programs and our communities. Have a great year.

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:

- Extension of Delegation of Powers to the Director General.

9.2 Governance and Ethics Committee

The Chair of the Governance and Ethics Committee, Commissioner D. Zigby had nothing new to report.

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 23-08-02

Commission scolaire Eastern Townships (CSET) – Cadre MC

ATTENDU que conformément à l'article 78 de la Loi sur l'administration financière (RLRQ, chapitre A-6.001), la Commission scolaire Eastern Townships (l'« Emprunteur ») souhaite instituer un régime d'emprunts, lui permettant d'effectuer des emprunts par marge de crédit auprès du ministre des Finances, à titre de responsable du Fonds de financement et en établir les caractéristiques et limites;

ATTENDU que, sous réserve de l'obtention des autorisations requises pour emprunter, ce régime d'emprunts permettra à l'Emprunteur de financer ses projets d'investissement, qu'ils soient ou non subventionnés par le gouvernement du Québec, incluant les projets sous la responsabilité de la Société québécoise des infrastructures, (les « Projets »);

ATTENDU que le montant des emprunts à contracter en vertu de ce régime d'emprunts ne devra pas excéder les montants prévus aux autorisations données de temps à autre, pour chacun des Projets, par le ministre de l'Éducation, conformément à la Loi sur l'instruction publique (RLRQ, chapitre I-13.3) et à la Loi sur l'administration financière;

ATTENDU que les Projets pour lesquels l'Emprunteur bénéficie d'une subvention du gouvernement du Québec sont financés uniquement auprès du ministre des Finances, à titre de responsable du Fonds de financement;

ATTENDU que le financement temporaire des Projets de l'Emprunteur, sous la responsabilité de la Société québécoise des infrastructures (SQI), est initié par cette dernière et, à la demande de la SQI, périodiquement transféré auprès du ministre des Finances, à titre de responsable du Fonds de financement, au nom de l'Emprunteur;

ATTENDU qu'il est opportun, à cet effet, d'autoriser ce régime d'emprunts et d'en approuver les caractéristiques et les limites;

ATTENDU que, conformément au premier alinéa de l'article 83 de la Loi sur l'administration financière, l'Emprunteur souhaite, dans le cadre de ce régime d'emprunts, que le pouvoir d'emprunter et celui d'approuver les conditions et les modalités des emprunts soient exercés par au moins deux de ses dirigeants;

ATTENDU que, en vertu du deuxième alinéa de l'article 83 de cette loi, malgré le premier alinéa, lorsqu'il s'agit d'effectuer un emprunt à court terme ou par marge de crédit, le pouvoir peut être exercé par un membre du personnel autorisé par l'organisme, pouvant agir seul;

ATTENDU qu'il y a lieu de reconduire toute convention de marge de crédit conclue entre l'Emprunteur et le ministre des Finances, à titre de responsable du Fonds de financement;

IL EST EN CONSÉQUENCE RÉSOLU :

1. **QUE**, sous réserve des autorisations requises du ministre de l'Éducation, l'Emprunteur soit autorisé à instituer un régime d'emprunts, lui permettant d'effectuer des emprunts par marge de crédit auprès du ministre des Finances, à titre de responsable du Fonds de financement;
2. **QUE** ce régime d'emprunts permette à l'Emprunteur de financer ses projets d'investissement, qu'ils soient ou non subventionnés par le gouvernement du Québec, incluant les projets sous la responsabilité de la Société québécoise des infrastructures, (les « Projets »), selon les caractéristiques et les limites suivantes :
 - a) le taux d'intérêt payable sur les emprunts sera établi selon les critères déterminés par le gouvernement en vertu du décret numéro 637-2023 du 29 mars 2023, tel que ce décret peut être modifié ou remplacé de temps à autre;

- b) les emprunts par marge de crédit seront réalisés en vertu de la convention de marge de crédit conclue avec le ministre des Finances, à titre de responsable du Fonds de financement, conformément aux conditions et aux modalités qui y sont établies ou de convention de marge de crédit à conclure;
 - c) le montant des emprunts effectués par marge de crédit, pour chaque Projet, ne devra, en aucun temps, excéder les montants prévus aux autorisations données de temps à autre par le ministre de l'Éducation.
3. **QU'**aux fins de déterminer le montant des emprunts auquel réfère le paragraphe 2c), il ne soit tenu compte que du solde des emprunts en cours et non encore remboursés contractés auprès du ministre des Finances, à titre de responsable du Fonds de financement, pour chacun des Projets;
 4. **QUE** les Projets pour lesquels l'Emprunteur bénéficie d'une subvention du gouvernement du Québec soient financés uniquement auprès du ministre des Finances, à titre de responsable du Fonds de financement;
 5. **QUE** le financement temporaire des Projets de l'Emprunteur, sous la responsabilité de la Société québécoise des infrastructures (SQI), soit, à la demande de cette dernière, périodiquement transféré auprès du ministre des Finances, à titre de responsable du Fonds de financement, au nom de l'Emprunteur;
 6. **QUE**, conformément à la convention de marge de crédit, l'Emprunteur soit autorisé, sauf pour les Projets sous la responsabilité de la SQI, à remettre au ministre des Finances, à titre de responsable du Fonds de financement, une confirmation de transaction pour constater chaque emprunt ou chaque remboursement de capital ou d'intérêt sur la marge de crédit;
 7. **QUE** la directrice générale, la directrice générale adjointe, ou le président de l'Emprunteur, pourvu qu'ils soient deux agissant conjointement, soit autorisé, pour et au nom de l'Emprunteur, à signer en vertu du présent régime d'emprunts toute convention de marge de crédit, à consentir à tout ajout ou modification à cette convention non substantiellement incompatible avec les dispositions des présentes et à poser tous les actes et à signer tous les documents nécessaires ou utiles pour donner plein effet aux emprunts par marge de crédit;
 8. **QU'**en plus des dirigeants autorisés au paragraphe précédent, la directrice générale, l'analyste, ou l'agente de gestion financière de l'Emprunteur, soient autorisés, pour et au nom de l'Emprunteur, à signer en vertu du présent régime d'emprunts toute confirmation de transaction nécessaire pour conclure un emprunt par marge de crédit ou effectuer un remboursement sur cette marge;
 9. **QUE** la présente résolution remplace toutes les résolutions antérieurement adoptées pour les mêmes fins, sans pour autant affecter la validité des emprunts conclus sous leur autorité.

IT WAS MOVED BY Commissioner J. Murray to adopt the *Commission scolaire Eastern Townships (CSET) – Cadre MC* resolution.

Carried unanimously

9.3.2 Material Resources:

9.3.2.1 Resolution No. ETSB 23-08-05

Centre d'acquisitions gouvernementales (CAG) Mandate – Classroom Furniture

WHEREAS the *Centre d'acquisitions gouvernementales (CAG)* has been created on September 1st 2020;

WHEREAS the CAG has for mission to acquire quality goods and services, at the right time, at the right price to the benefit of public organizations;

WHEREAS public organizations will have to acquire from the CAG exclusively unless an exception is accepted from them;

WHEREAS the CAG has started a new call for tender for the acquisition of classroom furniture;

WHEREAS the ETSB finds it advantageous to benefit from this mandate;

IT WAS MOVED BY Commissioner D. Zigby to proceed in joining the CAG for the mandate 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

9.3.2.2 Resolution No. ETSB 23-08-06

Ayer's Cliff Elementary School – Gym ceiling and Back entrance renovation

WHEREAS the *Ministère de l'Éducation (MEQ)* approved a budget of \$452,162 for the project stated above, under the program *MDB - Maintien des bâtiments 2020-2021 Mesure: 50621*;

WHEREAS six (6) companies retrieved the project specifications after a public invitation to bid on the project;

WHEREAS four (4) bids were received by the Eastern Townships School Board by the date and time specified;

WHEREAS the lowest bid in the amount of \$372,000 (excluding taxes), was received from the company *Élite Construction RS inc.*;

WHEREAS after reviewing the bids, the assigned professional firm of *IME Expert Conseil* has recommended the company *Élite Construction RS inc.* the lowest bidder in conformity, to do the work for the amount of \$487,897, including taxes and professional fees;

WHEREAS all additional funds required to complete the project, will be taken from *MDB – Maintien des bâtiments 2020-21 Mesure: 50621*;

IT WAS MOVED BY Commissioner C. Beaubien 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

9.3.2.3 Resolution No. ETSB 23-08-07

Sunnyside Elementary School – Emergency repair (Flood)

WHEREAS the Eastern Townships School Board (ETSB) has dedicated a budget of \$60,000 for the project stated above where monies are planned to be taken under the *RTB – Réfection et Transformation des Bâtiments 2023-24*;

WHEREAS the ETSB experienced a flood on July 7th 2023 and believes this repair is vital for the Sunnyside Elementary School's building;

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

WHEREAS a budget of \$60,000 is required to complete the repairs;

IT WAS MOVED BY Commissioner C. Beaubien 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

9.4 Educational Advisory Committee (ESAC)

The Director of the Educational Services, E. Lettner presented the following resolution:

9.4.1 Resolution No. ETSB 23-08-08

2023-2024 Notarized registration of fiber optics

WHEREAS a convention of construction and operation from a fiber optic link occurred between the Eastern Townships School Board (ETSB), the Val-des-Cerfs school service centre (CSSVDC), the Haute-Yamaska regional county municipality (MRC), the *Réseau d'information scientifiques du Québec (RISQ)* and *Les Télécommunications Maskatel*;

WHEREAS this convention came into effect on April 23, 2002, and is automatically renewed since April 2007 for 5-year terms;

WHEREAS the fiber optic links have never been registered;

WHEREAS the registration of the fiber optics is now requested in the land registry (*Registre Foncier*);

WHEREAS the notarized deed consists of identifying the exclusive property rights of the various partners in each of the fibers and its respective accessories, such as telecommunication cable networks and opening the property records held under an ordinal number for each fiber and each accessory;

WHEREAS it is necessary to identify a representative from the Eastern Townships School Board (ETSB) authorized to sign the deed;

IT WAS MOVED BY Commissioner M. E. Kirby that the authorization to sign all legal documents pertaining to the registration of optical fibers be awarded to the Chairman in order to complete the project stated above.

Carried unanimously

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, H. Turgeon had nothing new to report.

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, C. Beaubien had nothing new to report.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner G. Holliday mentioned the following:

- Bus passes information is available as of today;
- All bus routes are covered with a bus driver;
- Replacements are missing;
- We have 21/84 electric buses at the ETSB;
- Monies are available to cover our electrification plan;
- We are missing charging stations.

9.8 Special Education Advisory Committee (SEAC)

The Parent Commissioner of SEAC, E. McKnight had nothing new to report.

10. PARENTS' COMMITTEE

The Commissioner representing parents, D. Zigby mentioned had nothing new to report.

11. STUDENT ADVISORY COMMITTEE

Commissioner J. Humenuik, representing the Student Advisory Committee had nothing new to report.

12. QESBA

Bill 40 challenge was addressed in the Chair's report as a flurry of activity over the summer. QESBA is in the process of interviewing Executive Director candidates for Russell Copeman's successor. Mr. Copeman's mandate ends in December 2023.

13. COMMISSIONER'S COMMENTS AND QUESTIONS

The Commissioners had no comments nor questions at this time.

14. UPCOMING EVENTS

None.

15. CORRESPONDENCE

None.

16. QUESTION PERIOD

M. Seline

Retired ATA president:

I understand a resident has the option to pay school taxes to the English or the French Board. Are the residents of Brome Lake automatically paying their taxes to the ETSB or would they have to make a request to do so? In the case taxes were prepaid by the previous owner, then what happens?

M. Murray

ETSB Chair:

At the time you sign the purchase with the notary, you may request your school taxes to the English School Board. The concerned resident has to ask the Centre de services scolaire to transfer the tax payments to the English Board. Make the request as soon as you can instead of waiting for the next tax bill to come out. It's a lot of work to reverse the steps once the tax bills have gone out.

17. GOVERNANCE AND COMMUNICATION

None.

18. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner H. Turgeon at 7:35 p.m.

Eric Campbell
Secretary General

Michael Murray
Chairman

EC/gm
08.22.2023