

EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, SEPTEMBER 26, 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	Z
Gary Holliday	Z	DIRECTORS' COMMITTEE (DC)	
Joy Humenuik, Vice-Chair	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	P
Frank MacGregor	Z	Director of Human Resources – Caroline Dufresne	P
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	A	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 7:00 p.m.

2. QUORUM AND ADOPTION OF THE AGENDA

QUORUM WAS ESTABLISHED AND IT WAS MOVED BY Commissioner J. Murray to adopt the Agenda of September 26, 2023 as deposited, with the following addition:

9.3.1.2 Mansonville Elementary School – Signing officers for schools and centres

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF AUGUST 22, 2023

Resolution No. ETSB 23-09-09

Approval of the Minutes of the Meeting of the Council of Commissioners held on August 22, 2023

WHEREAS a copy of the Minutes of the meeting of August 22, 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 August 22, 2023 as deposited.

Carried unanimously

4. QUESTION PERIOD

No questions were asked at this time

5. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited Commissioner F. MacGregor to present the September 26, 2023 Recognition of Excellence:

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





September 12th marked the official launch of the VT Effect or otherwise known as *l'Effet FP Estrie*. For the first time, all 9 vocational training centres of the Estrie region have aligned to better showcase their training programs that support the trades. This regional strategy will help to promote vocational training and demystify the pathway for adult learners, while highlighting the need for skilled labourers in our area.

The event was well attended and featured keynote speaker Philippe Lapeyrie who delivered a passionate discourse of his personal journey and the vocational training programs that catapulted his career as a sommelier.

Congratulations to the ETSB's vocational training centres that are part of this initiative, namely the Lennoxville Vocational Training Centre and the Campus Brome-Missisquoi. You are invited to follow the VT Effect on FaceBook and why not take part in the current contest underway:

<https://www.facebook.com/effetfp.vteffect> !

If you'd like to hear more about the VT Effect and the ETSB's participation, have a listen to the CIDI radio interview featuring our Chairman and Assistant Directors seen up top:

<https://www.cidi991.com/townshiptidbits/wckcd5vu3tbc33zztw833p18yncan>

6. BUSINESS ARISING

There was no business arising.

7. NEW BUSINESS

The Secretary General, E. Campbell presented the 2022-2023 Student Ombudsman Annual Report:

7.1 2022-2023 Student Ombudsman Annual Report

As per Sections 22.2 and 242 of the Education Act, and the By-Law of the Eastern Townships School Board establishing the procedure for the examination of complaints from students or their parents, below is my annual report as Student Ombudsman for the period of July 1st 2022 to June 30th 2023.

During the above-mentioned period, I received fourteen complaints. In thirteen cases, the complainants had not exhausted the remedies provided for them according to the procedure for the examination of complaints; therefore, they were referred to the internal complaint procedure.

The remaining complaint raised numerous dissatisfactions, including amongst others: refusal to develop an Intervention Plan, refusal to develop an Individualized Education Plan in a timely fashion, failure in the ETSB's obligations for adapted transportation, denial of classroom instruction for months, etc. When I investigated the matter, the student had been attending school full-time for almost a month. An

Intervention Plan and an Individualized Education Plan were in force. Strategies used as part of the Intervention Plan were provided to me, with examples of tools currently used at school. Daily individual transportation was provided to the student. I therefore concluded that at the time of my investigation, ETSB and the school were fulfilling their duties under the Education Act and ETSB's Policy & Procedures Governing the Organization of Educational Services for Students with Special Needs – Youth Sector.

To my knowledge, no student was expelled due to acts of bullying or violence.

I have no recommendation to make with respect to measures required to prevent and stop bullying and violence, as complaints of this nature were properly managed internally.

August 14th 2023

Christian Beaudry
Student Ombudsman

The Director General, K. Mackey presented the Commitment to Success Plan:

7.2 **Résolution No. ETSB 2023-09-10**
2023-2027 Commitment-to-Success Plan

WHEREAS in compliance with the Education Act, section 209.1, the Eastern Townships School Board (ETSB) must adopt a Commitment-to-Success Plan as the previous one ended on June 30th 2023;

WHEREAS the Commitment-to-Success Plan is aligned with the *Plan Stratégique 2023-2027* of the *Ministère de l'Éducation du Québec (MEQ)*;

WHEREAS the ETSB formed a working committee with representation from various stakeholders, who took into consideration the historic and current orientations of the ETSB, as well as the future steps needed to support student success, in both youth and adult sectors;

WHEREAS the Centre Student Advisory Committee (CSAC) provided its input & feedback to the ETSB Commitment-to-Success Plan working committee;

WHEREAS the ETSB surveyed parents and teachers in its schools and centres for their impressions on a number of areas and used the data when formulating its plan;

WHEREAS the ETSB also surveyed community partners for their impressions on a number of areas and used the data when formulating its plan;

WHEREAS it was felt that a focused and pointed approach would best serve the students and communities of the ETSB to foster student success;

WHEREAS the proposed ETSB's Commitment-to-Success Plan reflects the deliberations, feedback and future directions that were prioritized by the working committee;

IT WAS MOVED BY Commissioner D. Zigby that the Council of Commissioners approve, in principle, the 2023-2027 Commitment-to-Success Plan dated July 1st 2023.

Carried unanimously

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

7.3 Resolution No. ETSB 23-09-11
Appointment of a Complaints Officer

WHEREAS Section 24 of the *Act respecting the National Student Ombudsman* stipulates that the person in charge of processing complaints is designated from among the Board's personnel by the Council of Commissioners;

WHEREAS Decree 621-2023 provides for the Complaints Officer to take office on August 28, 2023;

WHEREAS considering the expertise developed by the Secretary General in handling complaints;

WHEREAS considering the Director General's recommendation;

IT WAS MOVED BY Commissioner G. Holliday that Mr. Eric Campbell, Secretary General be appointed as the Complaints Officer, effective August 28, 2023.

Carried unanimously

8. REPORTS

8.1 Director General's report

The Director General, K. Mackey reported the following:

Tonight marks a pivotal moment... we have adopted our 2023-2027 Commitment-to-Success Plan. This plan signifies a major milestone in the Eastern Townships School Board's journey, and as such, it will be the sole focus of my report.

The Commitment-to-Success Plan we have embraced has one overarching objective: to increase our 7-year cohort graduation and qualification rate from its current 77.5% to an impressive 82.5%. This goal reflects our unwavering commitment to the academic and personal development of each student within our communities. At the heart of this plan lie four key orientations:

Addressing the Vulnerability of Preschoolers: We recognize the importance of early intervention and support, ensuring that every child receives a strong foundation upon which they can build a successful educational journey.

Bilingualism – Nurturing Academic and Cultural Enrichment: Our dedication to bilingualism not only enriches our students' academic experiences but also strengthens their cultural awareness, fostering well-rounded individuals.

Valorize Transitions and Alternative Pathways: We acknowledge that the path to success is not always linear. By valuing transitions and alternative pathways, we provide diverse opportunities for students to thrive.

Maintain and Increase the Focus on the Wellbeing of Students and Staff: The wellbeing of our students and staff remains a cornerstone of our mission. A healthy and supportive environment is essential for fostering growth and success.

Our new mission, vision, and values will become the guiding lights of our organization:

Our Mission: The ETSB exists to provide its communities with a learning environment that promotes academic and personal development leading to the attainment of graduation or certification and opportunities to flourish and succeed.

Our Vision: The ETSB aspires to be a collaborative bilingual learning community committed to lifelong growth and wellbeing for all.

Our Values: Inclusion, Wellbeing and Growth.

Our Mantra, "Moving Ahead. Together.," captures our belief that collective effort and collaboration are the keys to achieving our goals.

The 2023-2027 Commitment-to-Success Plan rests on four foundational pillars that have been integral to our strategic plans since 2013:

Attachment-Based Developmental Approach: By nurturing secure relationships and a sense of belonging, we create an environment where students can thrive emotionally and academically.

Pedagogical Leadership: Empowering our educators to lead and innovate in and out of the classroom is pivotal to our students' success.

1. **Professional Learning Communities:** Through collaboration and shared learning, we ensure that our staff remains at the forefront of educational best practices as they focus on student learning.
2. **Student Intellectual Engagement:** Engaging students in their learning journey fosters curiosity, critical thinking, and a lifelong love for learning.

I am proud to note that the development of this plan was a collective effort, with a working committee comprising 30 members from the ETSB and our Central Student Advisory Committee. Moreover, before presenting this plan for adoption tonight, we undertook thorough consultations with every school, centre,

and service within our community. This reflects our commitment to inclusivity and our belief that every voice matters in shaping the future of our students.

In closing, I want to convey my sincere gratitude and admiration for the incredible dedication and hard work of our staff. I have high expectations because I have unwavering faith in our organization. Together, we can move mountains, and at the center of it all is our students' success and wellbeing. As the saying goes, it takes a village to raise a child, and we must remember that our students need that village – comprising parents, school communities, and all of us – to flourish.

Your Director General,
Kandy Mackey

8.2 Chair's report

The Chair of the Council of Commissioners, M. Murray had nothing new to report.

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 which were also presented at tonight's Council meeting.

9.2 Governance and Ethics Committee

The Chair of the Governance and Ethics Committee, Commissioner D. Zigby mentioned that the date of the next meeting is scheduled for October 10, 2023.

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 23-09-12

Drummondville Elementary School – Signing officers for schools and centres

WHEREAS the *Caisse Desjardins de Drummondville* requires the names of representatives authorized to sign banking documents on behalf of the ETSB Drummondville Elementary School;

WHEREAS new assignments have changed the representatives authorized to sign in this school;

WHEREAS only those individuals listed below are authorized to sign;

IT WAS MOVED BY Commissioner G. Holliday that the following individuals be authorized to sign banking documents on behalf of the school;

IT WAS FURTHER MOVED that any previous authorizations are rendered null and void by this resolution.

Drummondville Elementary School: Kathleen Harvey
Carole Hodak
Steve Rutherford

Carried unanimously

9.3.1.2 Resolution No. ETSB 23-09-13

Mansonville Elementary School – Signing officers for schools and centres

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

WHEREAS new assignments have changed the representatives authorized to sign in this school;

WHEREAS only those individuals listed below are authorized to sign;

IT WAS MOVED BY Commissioner J. Humenuik that the following individuals be authorized to sign banking documents on behalf of the school;

IT WAS FURTHER MOVED that any previous authorizations are rendered null and void by this resolution.

Mansonville Elementary School: Kymberley Morin
Tara Graves

Carried unanimously

The date of the next Audit Advisory Committee meeting is scheduled for October 17, 2023.

9.4 Educational Advisory Committee (ESAC)

The Chair of the Educational Advisory Committee, M.E. Kirby mentioned that the date of the next ESAC meeting is scheduled for October 3, 2023.

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, H. Turgeon mentioned that the date of the next meeting is scheduled for December 5, 2023.

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, C. Beaubien mentioned the topics discussed at the September 19, 2023 meeting:

- Staffing Plan;
- Negotiations;
- 2023-2024 Human Resources Advisory Committee (HRAC) priorities;
- Overview of the beginning of the school year;
- First Aid training for Secretaries, Handicap Student Attendants (HSAs) and Special Education Technicians (SETs);
- Process for the next School Calendar;
- Appalachian Teachers' Association (ATA) violence survey.

The date of the next HRAC meeting is scheduled for January 16, 2024.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner G. Holliday mentioned that the date of the next meeting is scheduled for November 14, 2023.

9.8 Special Education Advisory Committee (SEAC)

The Commissioner representing parents for the SEAC, E. McKnight mentioned that the date of the next meeting is scheduled for October 11, 2023.

10. PARENTS' COMMITTEE

The Commissioner representing parents, D. Zigby mentioned that the date of the next meeting is scheduled for October 11, 2023.

11. STUDENT ADVISORY COMMITTEE

Commissioner J. Humenuik, representing the Student Advisory Committee, mentioned that the first meeting is scheduled for October 2023.

12. QESBA

The Chair, M. Murray mentioned the following:

12.1 QESBA – Nominations to the Board of Directors

- Director and Officer (Executive Committee) Elections;
 - President (2023-2025) – 2-year term;
 - Vice-President (2023-2025) – 2-year term;
 - QESBA Awards: 12-year recipients (Recognition of Service Award), 25-year recipients (Recognition of Long Service Award) and Award of Merit.
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Bill 40 – Government appealed the decision

September 8, 2023 CAQ Government appealed Justice Lussier's ruling. Minister of Education, Bernard Drainville, proposed an online meeting with QESBA with a limited number of participants. No specific action outlined or timeline.

QESBA Annual General Meeting

The Annual General meeting is scheduled for October 20th and 21st 2023. In addition, there will be professional development offered for Commissioners beforehand. M. Murray strongly suggested that Commissioners attend online or in person.

QESBA – Nominations to the Board of Directors

President and Vice-President elections – all Commissioners are entitled and urged to vote.

CPNCA Negotiations

The Comité patronal de négociation pour les commissions scolaires anglophones (CPNCA) held a meeting on September 15, 2023. The topics discussed were négociations by the Treasury Board in regards to issues not being conducted in good faith.

Conference for English Education

A Fall conference for English education will take place at McGill University for Concordia's research network. Mr. Murray invited the Commissioners to attend.

Demonstrations from employees of the public sector

There was a large demonstration in Quebec City on Saturday, September 23, 2023 and smaller ones elsewhere showing dissatisfaction with union negotiations – English and French sector employer representatives are in no way familiar with the English system. Unions are in a position to strike before the end of October 2023.

QESBA – Legal Funds

QESBA has a positive balance to pursue legal defence contesting Bill 21 and Bill 40.

2023-2024 Spring Conference

The Spring conference will be co-hosted by the ETSB on May 9th and 10th 2023.

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

12.2 Resolution No. ETSB 23-09-14

QESBA – 2023 Nominations to the Board of Directors

WHEREAS the Quebec English School Boards Association (QESBA) constitution requires nominations for the Vice-Chair and Chair positions of the association;

WHEREAS the Eastern Townships Council of Commissioners proposes Mr. Joseph Ortona for the Chair's position of the association;

WHEREAS the Eastern Townships Council of Commissioners proposes Mr. Michael Murray as Vice-Chair's position of the association;

IT WAS MOVED BY Commissioner R. Gagnon that the Eastern Townships School Board (ETSB) nominate Mr. Joseph Ortona for the position of Chair of the Quebec English School Boards Association (QESBA) for the two-year term 2023-2025 and Mr. Michael Murray for the position of Vice-Chair of the QESBA for the two-year term 2023-2025; **IT WAS FURTHER MOVED** that a copy of this resolution be forwarded to the Executive Director of QESBA

Adopted unanimously

13. COMMISSIONER'S COMMENTS AND QUESTIONS

Commissioner M. E. Kirby:

Cookshire Elementary School (CES)

Visited to check the ongoing renovations. Very pleased to see that much that had been addressed is being done. Many improvements have been applied to make it a better place of learning and working. Thanked E. Plante, Director of Buildings and Grounds for his input on the renovations.

Commissioner J. Humenuik:

Mentioned that the school pictures on the ETSB website are outdated. Suggested taking new pictures of the schools with a drone, which would help our marketing public image.

Commissioner G. Holliday:

Welcome Back Activities for elementary schools. Lots of amazing things and creative activities were posted on the Facebook school pages. There were many happy and healthy activities taking place to welcome students.

Commissioner R. Gagnon:

Since we are now using fibre optics with lots of bandwidth, he expressed the need to put more school pictures (classrooms, cafeteria, playgrounds) in order to attract and show students and parents on what we have to offer.

Chair M. Murray:

Leaving this task with our Communications Department asking to see what we can do to enrich and market our schools.

14. UPCOMING EVENTS

None.

15. CORRESPONDENCE

Commissioners received thank-you cards from adult students that received a bursary fund.

The Massey-Vanier Scholarship, Bursary Fund (MVSBF) Awards committee thanked the Commissioners for their \$800 contribution. It was noted by M. Murray that the contributions come from the Commissioner's personal funds and not from the School Board funds.

16. QUESTION PERIOD

Annie Brasseur

Pope & AGRHS parent:

I was told that the SEAC recruitment process was on a first come, first serve basis. I applied online, as per the process, but still have not been contacted. How are the members chosen? Are parents from previous years prioritized? If there's only one per school accepted, I don't understand why a vote can't happen?

M. Murray

ETSB Chair:

I am not familiar with the process. Perhaps Ms. E. McKnight could enlighten us?

E. McKnight

SEAC Commissioner:

It is a shame having to turn down people who want to volunteer, however, we must follow the rules. To answer your question, it is indeed on a first come, first serve basis. A parent who wants to run must have a child in the school they are wanting to represent and this child must have an Individualized Education Plan (IEP). It is advantageous to have returning members due to the fact that the work is intensive. We encourage you to apply another year.

Annie Brasseur

Pope & AGRHS parent:

In the past, I have often advocated and been present to meetings for special needs students. I feel like I can still contribute. I have a child that attends Alexander Galt Regional High School (AGRHS) and am on the Governing Board; I feel that I can still contribute to Pope Memorial, but they do not have a SEAC representative. An exemption could be made; this needs to be reviewed.

M. Murray

ETSB Chair:

I am not aware of the rules. This could be considered.

Annie Brasseur

Pope & AGRHS parent:

The last mandatory training for bus drivers with special needs students was in 2018. When is the next mandatory training for drivers to deal with incidents on the bus, especially for students

with special needs who may not respond the same as regular neurotypical children?

G. Holliday
Commissioner:

This is a legitimate request and need. We will bring it up at the next transportation meeting.

17. GOVERNANCE AND COMMUNICATION

None.

18. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner R. Gagnon at 7:59 p.m.

Eric Campbell
Secretary General

Michael Murray
Chairman

EC/gm
09.26.2023