

EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, APRIL 22, 2025 – 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	Pam Gougeon	Z
Claire Beaubien	Z	Sarah Langlois	Z
Sandra Finlay	Z	Eliza McKnight	Z
Richard Gosselin	Z	Jody Murray	Z
Gary Holliday	Z	DIRECTORS' COMMITTEE (DC)	
Joy Humenuik	Z	Secretary General – Shawn Champigny	A
Shawn Jersey	Z	Director General – Kandy Mackey	P
Mary-Ellen Kirby	Z	Assistant Director General & Director of Financial Services – Sophie Leduc	Z
Jonathan Murray	Z	Director of Human Resources – Caroline Dufresne	P
Michael Murray, Chair	Z	Director of Instructional Technology and Pedagogical Services – Eva Lettner	Z
Helene Turgeon	Z	Director of Complementary Services – Emmanuelle Gaudet	Z
		Director of Material Resources – Éric Plante	Z

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

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 H. Turgeon to adopt the Agenda of April 22, 2025 as deposited, with the following addition:

2.1 Appointment of acting secretary for the meeting

In the absence of the Secretary General, S. Champigny, the Director of Human Resources, C. Dufresne has stepped in as secretary for this meeting: **MOVED** by Commissioner Jody Murray.

7.1 Student Ombudsman 2023-2024 Annual Report – to be presented by Mr. Jean-François Bernier before item 3.

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF MARCH 25, 2025

Resolution No. ETSB 25-04-53

Approval of the Minutes of the Meeting of the Council of Commissioners held on March 25, 2025

WHEREAS a copy of the Minutes of the meeting of March 25, 2025 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 P. Gougeon to excuse the Secretary General from reading the Minutes and to approve the Minutes of the meeting held on March 25, 2025 as deposited with the following correction:

Correction: Removal of Commissioner Megan Seline from the Commissioners' presence.

Carried unanimously

4. QUESTION PERIOD

T. Croteau

ATA President:

My first question: ETSB has had a number of teachers trained. Teachers are concerned and confused because the attachment theory workload does not reflect this theory. Are Commissioners aware of that the theory is not meeting the practical, meaning it is more difficult on teachers?

M. Murray

ETSB Chair:

The Director General is more equipped to answer your question.

K. Mackey

Director General:

There are strategies for teachers in place to connect with their students and see students through different eyes. Also, we have developed sessions to help endorse and support this.

L. Mireault

ATA Representative:

We would like to hear more about what Mr. Bernier mentioned in his report. 60% of complaints are about a lack of school services. Students who require additional support in classrooms are not exactly getting the time allotted to them in crisis situations. Some technicians that are supposed to work with other students are asked to give their time to crisis situations. We were wondering if the ETSB would like to work with the ATA to find a solution in order to work together where students are getting what they need. So, if a student is in crisis, finding strategies to avoid these and find a solution to this recurring problem.

M. Murray

ETSB Chair:

We are very aware of many situations in terms of lack of resources. I will let Emmanuelle answer.

E. Gaudet

Director of Complementary Services:

There's no magic wand. We have committees to try to find solutions and how to prevent recurring situations. That is why we have a safe school analysis to hold case study meetings to observe and understand, make plans and monitor then redo plans upon necessity; looking back at what has happened to the student in the past and how we can better support them. Brainstorming of ideas, what we can put in place, what triggers the student and then making plans based off of this. Knowing that those plans will be reviewed on a weekly basis. We are forever evolving and developing. Also, it's important to make everyone feel comfortable. We have professionals on site that can come, observe and brainstorm. We want to make sure people feel supported all the while having the wellbeing of our students at heart.

P. Maingot

ATA Representative:

Health and Safety continues to be a leading concern for teachers. Incidents are on the rise and toxic workplaces are becoming the exception. We just want to make sure that Commissioners are overseeing this.

M. Murray

ETSB Chair:

We do our best to grapple with that issue at each level. There's no straightforward or simple answer to assure everyone at all times that

everything will be secure as they or we wish it to be. We do the best we can with the resources we have. Security and safety are serious concerns. We do the best we can with the issues you bring to our attention and in order to deliver services to students and keep students motivated.

A. Brody

ATA Representative:

Bullying and Violence in the workplace: in the Student Ombudsman Annual Report, we are glad to hear that there are committees that have been established and a step in the right direction. Is there any documentation of who's on these committees and if it can be shared with the ATA?

K. Mackey

Director General:

Committees are at the local level, but we can certainly look into what can be divulged.

T. Croteau

ATA President:

We often see teachers leave their profession in their first five years. It's alarming! When they choose to leave, the ATA sits down with them to understand what went wrong. Would commissioners like to meet new teachers and explain the actual structure we fight for?

M. Murray

ETSB Chair:

We would welcome receiving an invitation at that kind of level of events and speak with teachers as well as new service teachers. We would like to reassure them that the School Board supports them and is happy to answer their questions.

5. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited the following Commissioners to present the April 22, 2025 Recognition of Excellence:

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

Special Guests at Lennoxville Elementary School (LES)

Commissioner G. Barnett: From April 7th to 11th, LES proudly hosted the **Shaputuan**, a traditional Innu gathering space, for a week of cultural activities. Students had the opportunity to explore and learn from this unique experience throughout the week. Families were also warmly welcomed to visit the site daily. A special highlight was Wednesday evening's supper, where our Innu guests prepared a traditional meal for about 30 people. It was a meaningful week of sharing, discovery and celebration of Innu culture. A huge thanks and congratulations to

the person who made this week possible: Isabelle Desbiens, Outdoor Education Teacher in Santé Globale at LES.



Campus Brome-Missisquoi (CBM) – Slicing their way to success!

Commissioner J. Murray: We're incredibly proud of our two students at CBM, Tristan Meier and Bastien Mercier, who earned second place in yesterday's *Olympiades du meilleur élève en boucherie de détail*! Held at the *École hôtelière de la Capitale*, this prestigious competition brought together talented duos from nine vocational training centres. Competitors were challenged with two demanding technical tasks: deboning and showcasing half a pig; generously provided by *Le porc du Québec*. Precision, speed and creativity were all on display as judges evaluated every detail to crown the top apprentice butchers of the year. Congratulations to all participants, and bravo to Tristan and Bastien for their outstanding performance!



Richmond Regional High School (RRHS) talent reaches the regional stage

Commissioner G. Holliday: We extend heartfelt congratulations to all the talented students who participated in the *Finale régionale* of **Secondaire en spectacle!** Your creativity, dedication and teamwork made a lasting impression. Whether you performed, helped behind the scenes or supported your peers, your hard work truly stood out.

Technician: Alexis Lajoie

Animation Team: Rosalie Evans, Benjamin Barrie, Chris Hamel and Shawn Hamel

Band « 9 vies »: Benjamin Barrie, Tristan Boisvert, Lorenzo Corpuz, Jeremy Brisson-Grenier, Savannah Mace, Lhea Forest, Lindsay Maurice-Morin, Trinity Raymond & Félicia Fredette



6. BUSINESS ARISING

There was no business arising.

7. NEW BUSINESS

In the absence of the Secretary General, S. Champigny, the Director of Human Resources, C. Dufresne presented the Student Ombudsman, Mtr. Jean-François Bernier, who presented the following:

7.1 Student Ombudsman – 2023-2024 Annual Report

Main findings relating to compliance with the procedure for handling complaints and reports:

The commitment of most school organizations asked to be available and provide the information needed for our investigations was noteworthy. As a rule, the people contacted responded promptly to requests, enabling the files to be processed more efficiently.

It was sometimes difficult to follow up on recommendation implementation because some school organizations questioned our institution's legal capacity to request the information or documents for assessing concrete application of the recommendations.

It was also noted that the people in charge of handling complaints did not systematically provide written opinions on the merits of the complaint to the complainant and the person directly concerned.

Statistical highlights:

- 73 complaints and reports received;
- 31 whose treatment had been completed by June 30, 2024;
- 0.68 complaints and reports per thousand students;
- 90% from school service centres or the school board;
- 10% from private educational institutions;
- 41% of grounds considered to be substantiated;
- 64 recommendations submitted to school organizations.

Issues observed highlights:

Fundamental rights: At times, school organizations were faced with conflicting fundamental rights. For example, the right to student and staff safety, sometimes competed with the right to education or even, in this case, with another student's right to privacy and integrity. The RSO thus had to assess the reasonableness of the school's actions and requests to protect students and staff, while ensuring that the student in question was not needlessly harmed.

Referral process to special classes: In most cases handled, school organizations had followed the analysis and decision-making process set out in their policy. Despite this, many parents, although involved in the process surrounding their children's intervention plan, did not share the same understanding of their children's needs and abilities as that of the school staff. However, it was found that clearly explaining the roles and responsibilities of each of the players involved in the child's care made it easier to reach final decisions together.

Anti-violence and anti-bullying plan: The *Eduaction Act* and the *Act respecting private education* require anti-violence and anti-bullying plans to include specific measures and actions to deal with acts of sexual violence. As of June 30, 2024, although a number of school organizations had complied, others had not yet done so.

Commissioner Jody Murray questioned the closed complaints for this school year. She mentioned there should be an obligation to inform, that there are set slides for contact information to share with principals. Visuals were sent in 2023. It was also mentioned that the Student Ombudsman posters were distributed in schools in English and in French, which contain their email address: info@pne.gouv.qc.ca.

For the complete complaint process, you can visit our ETSB website at: <https://www.etsb.qc.ca/school-board/student-ombudsman/>.

7.2 Resolution No. ETSB 25-04-54
Appointment of an election clerk

WHEREAS a school by-election will be held on June 8, 2025;

WHEREAS section 23 of the *Act Respecting School Elections* stipulates that the returning officer shall appoint an election clerk to assist him in the performance of his duties;

WHEREAS the election clerk shall, for that purpose, perform the duties delegated to him by the returning officer;

WHEREAS the General Directorate of the Eastern Townships School Board recommends Mrs. Angela Vaillancourt;

IT WAS MOVED BY Commissioner Jody Murray to appoint Mrs. Angela Vaillancourt to the position of Election Clerk for the June 8, 2025 school elections.

Adopted unanimously

8. REPORTS

8.1 Director General's report

The Director General, K. Mackey had nothing new to report.

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 mentioned that the topics discussed at the Executive meeting will also be addressed at tonight's Council of Commissioners. He also mentioned that the Commissioners' Stipend resolution will be referred back to the committees for consultation.

9.2 Governance and Ethics Committee

The Director of Human Resources, C. Dufresne presented the following resolution:

9.2.1 Resolution No. ETSB 25-04-55
Delegation of Authority to the Director General, Appointment of Administrators

WHEREAS there are vacant Management positions;

WHEREAS some administrative positions will need to be appointed before now and the next Council of Commissioners' meeting held on May 27, 2025;

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

IT WAS MOVED BY Commissioner P. Gougeon to delegate the authority to appoint administrators in alignment with the administrative structure for the 2024-2025 school year to the Director General to ensure the continuity and effectiveness of operations for the 2024-2025 school year, effective from April 23, 2025 until May 26, 2025.

Carried unanimously

The Chair of the Governance and Ethics Committee, G. Barnett mentioned the topics discussed at the April 15, 2025 meeting:

- *SAE-Estrie*;
- ETSB Governance Alignment;
- Transportation update;
- Bill 40 and other legal challenges;
- Administrative structures;
- Francization;
- ETSB Policies and By-Laws;
- Delegation of Power;
- Administrators' negotiations.

The date of the next meeting is scheduled for May 6, 2025.

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 25-04-56 Banking Services Contract

WHEREAS the National Bank of Canada's mandate with the Eastern Townships School Board (ETSB) terminates on June 30th 2025;

WHEREAS only two financial institutions provide banking services to public institutions;

WHEREAS after studying the banking conditions of other school boards and service centres, the Director of Finance determined that our banking conditions were favorable;

WHEREAS the Audit Committee agreed to proceed with a *gré-à-gré* negotiation with our current financial institution;

WHEREAS the National Bank of Canada has offered a two-year contract with a possibility of a two-year renewal;

WHEREAS the Executive Committee has approved the above offer;

IT WAS MOVED BY Commissioner J. Humenuik, as recommended by the Executive Committee, to appoint the National Bank of Canada as the ETSB's banking institution from July 1st 2025 to June 30th 2027.

Carried unanimously

9.3.2 Material Resources:

9.3.2.1 Resolution No. ETSB 25-04-57

Lennoxville Elementary School - Cafeteria

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget of \$489,217 for the project stated above, under the program *MDB – Maintien des bâtiments 2023-2024 Mesure: 50621*;

WHEREAS five (5) 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 (ETSB) by the date and time specified;

WHEREAS the lowest bid in the amount of \$315,700 (excluding taxes), was received from the company *Les Constructions Yves Lessard Inc.*;

WHEREAS after reviewing the bids, the assigned professional firm of *ADSP Architecture + Design* has recommended the company *Les Constructions Yves Lessard Inc.* the lowest bidder in conformity, to do the work for the amount of \$463,170 including taxes and professional fees;

WHEREAS all additional funds required to complete the project, will be taken from *MDB – Maintien des bâtiments 2023-2024 Mesure: 50621*;

IT WAS MOVED BY Commissioner G. Barnett 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

9.3.2.2 Resolution No. ETSB 25-04-58**Alexander Galt Regional High School – Water Distribution Repair – Boiler Room Phase II**

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget of \$800,000 for the project 23-022-MDB-11, under the program *MDB – Maintien des bâtiments 2023-2024 Mesure: 50621*;

WHEREAS the phase I finished with an overall expenditure of \$287,958;

WHEREAS the phase II has an overall budget of \$512,042;

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

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

WHEREAS the lowest bid in the amount of \$68,600 (excluding taxes), was received from the company *Le Groupe Centc Inc.*;

WHEREAS after reviewing the bids, the assigned professional firm of *Consultants Akonovia Inc.* has recommended the company *Le Groupe Centc Inc.* the lowest bidder in conformity, to do the work for the amount of \$90,946 including taxes and professional fees;

IT WAS MOVED BY Commissioner M. E. Kirby 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 25-04-59**Alexander Galt Regional High School – Parking Repair Phase II**

WHEREAS the *ministère de l'Éducation (MEQ)* approved a budget of \$750,000 for the project stated above, under the program *MDB – Maintien des bâtiments 2024-2025 Mesure: 50621*;

WHEREAS the *Ministère de l'Éducation (MEQ)* approved a budget of \$800,000 for the project 23-022-MDB-11, under the program *MDB – Maintien des bâtiments 2023-2024 Mesure: 50621*;

WHEREAS the project 23-022-MDB-11 has a balance of \$421,096 to be used as a budget;

WHEREAS the combined budgets come to \$1,171,096;

WHEREAS ten (10) 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 (ETSB) by the date and time specified;

WHEREAS the lowest bid in the amount of \$819,288 (excluding taxes), was received from the company *E.W. Excavation Enr.*;

WHEREAS after reviewing the bids, the assigned professional firm of *Les Services EXP* has recommended the company *E.W. Excavation Enr.* the lowest bidder in conformity, to do the work for the amount of \$1,096,214 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

The date of the next Audit Advisory Committee is scheduled for May 20, 2025.

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 May 13, 2025.

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, H. Turgeon mentioned the topics discussed at the April 1st 2025 meeting:

- 2024-2025 Student Population update;
- GB Workshops;
- Connections & Blink Newsletters;
- Promotional Campaign – Bilan;
- Media requests;
- Cobalt Communication Tool.

The date of the next Communications Advisory Committee meeting is scheduled for the next school year.

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, C. Beaubien mentioned that the date of the next meeting is scheduled for April 29, 2025.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner H. Turgeon mentioned that the date of the next meeting is scheduled for the next school year.

9.8 Special Education Advisory Committee (SEAC)

The SEAC Chair and Parent Commissioner, E. McKnight that the date of the next SEAC meeting has been rescheduled for April 28, 2025.

10. PARENTS' COMMITTEE

The Commissioner representing parents, S. Langlois mentioned the topics discussed at the April 2, 2025 meeting:

- Material Resources Highlights: Playground projects – presented by E. Plante;
- Adult Education Sector Highlights: accessibility of their services - presented by M. Danis-Coulombe;
- Parent Participation Brainstorm – Why do we have a GB?

The date of the next Parents' Committee meeting is scheduled for May 7, 2025.

11. STUDENT ADVISORY COMMITTEE

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

On April 14, 2025: Elementary feeder schools from Alexander Galt Regional High School (AGRHS) met up to discuss the high school life. Other feeder schools from our other two high schools will meet up soon. The results will be shared with Educational Services.

Complementary Services Advisory Committee (CSAC): A video from the government on bullying was shared with the students, which allowed them to give their point of view. It was also based on how to help students value their school work more. We are currently recruiting more students. A meeting is set up with the Commissioners in May 2025.

12. QESBA

There was an online professional development (PD) session with an excellent animator, but there was conflict with our own Governance Alignment workshop on April 12th 2025.

Spring conference: We are planning the spring conference which will take place on May 15th and 16th 2025.

Legislation: There are several cases challenging aspects of legislation, such as Bill 21, Bill 96. We continue to receive periodic reports.

Bill 40: The judgment played in our favour. QESBA has requested a meeting with the Ministry to sit down and discuss the issues with us rather than go to the Supreme Court. We are awaiting a response to the invitation.

13. COMMISSIONER'S COMMENTS AND QUESTIONS

Commissioner S. Jersey: Mansonville Elementary School (MES) was invited to participate in a mud-run on June 4th 2025. Waterloo and Sutton Elementary Schools will also be joining the activity.

Chair M. Murray: It's a good way for MES to promote to other schools. They are often overlooked.

Commissioner Jody Murray: The session on Cellphones presented by Hannah Beach which took place on April 9th 2025 was excellent, balanced and researched based. Well worth the time.

Commissioner G. Barnett: **Alexander Galt Regional High School (AGRHS) Governing Board**

School organization: For 2025-2026, there are currently 831 students plus 28 in Co-committance. Tentative provisional placements vary from 5 (S3, 4, 5), 6 (S2), and 7 (S1) groups and 1 (15+, Tier 3), 2 (Pre work, SSK), and 4 (MAPs) groups. There are not enough registrations to run the Performing Arts and Hunting and Fishing concentrations. Nevertheless, the 4-block drama program will run. This results in 35 to 40 student groups.

Graduation and school photos: AGRHS is confirming contracts for next year. They had two similar tenders for the graduation photos. Pros and cons were discussed. School photos by *Studio Nancy* were quite satisfactory. The photographer must be able to provide school ID cards and appropriate photo formats for yearbooks.

Pathways: Some 30 students attended an information session on co-committance. Students will visit CRIFA and the Career Fair at Bishops. The Secondary 3 students will visit Lennoxville Vocational Training Centre (LVTC).

Administrators: This group is in negotiation with the Government and feels that the current offer does not adequately compensate for their workload and responsibility. Consequently, they will be using soft pressure tactics such as refusing to complete MEQ surveys as protest.

Teachers: An author will visit an enriched class. Defining student pathways requires a lot of time, there being 36 blocks for students and 24 minimum for teachers. The English exam will be 2 days instead of 3. The election is being discussed within the CCQ context to get students engaged. The EH trip to Parliament will occur soon.

Visual arts: There was an auction on March 27th where 64 students presented their paintings for public auction, the revenue to be a donation to *Forests Canada*.

Piper Classic: This will occur on June 21st at the *Dufferin Heights Golf Course* in honor of John Haller, a long-time teacher and coach, for the benefit of the Athletics program. Cost: \$150 per player.

Trips: There are over 20 trips planned, for example to the Insectarium, PET Airport, BRP Museum.

Galt Play: Their spring play - **`It Happened on Route 66`** - was very well done and the students never missed a beat, even with all the dialogue.

Lennoxville Elementary School (LES) Governing Board

Institut Tshakapesh: Representatives of this group visited LES April 7-11. This Inuit organization was formed in 1978 but became very active after the 1990 Oka Crisis. Their objective is to promote better relations and share knowledge, lifestyle, beliefs and culture of the 11 First Nations peoples with other Quebecers. For instance, the Inuit alphabet has 11 characters. They set up a *Shaputuan* (big tent) on the playground where the students and others could visit to learn about First Nations lifestyle and culture. There was an opportunity to enjoy a supper with the Inuit ambassadors prepared by them. This group was from the North Shore above *Sept-îles* near Labrador.

14. UPCOMING EVENTS

None.

15. CORRESPONDENCE

None.

16. QUESTION PERIOD

No questions were asked.

17. GOVERNANCE AND COMMUNICATION

None.

18. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner J. Murray at 8:19 p.m.

Caroline Dufresne
Acting secretary

Michael Murray
Chairman

SC/gm
04.22.2025