Commission scolaire Eastern Townships School Board

Moving ahead. Together. | Aller de l'avant. Ensemble.

EASTERN TOWNSHIPS SCHOOL BOARD

COUNCIL OF COMMISSIONERS

TUESDAY, MAY 26, 2026 – 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	A
Sandra Finlay	Z	Eliza McKnight	Z
Richard Gagnon	Z	Jody Murray	Z
Richard Gosselin	Z	**DIRECTORS' COMMITTEE (DC)**	
Gary Holliday	Z	Secretary General – Shawn Champigny	P
Joy Humenuik, Vice-chair	Z	Director General – Kandy Mackey	P
Shawn Jersey	Z	Assistant Director General & Director of Financial Services – Sophie Leduc	Z
Mary-Ellen Kirby	Z	Director of Human Resources – Caroline Dufresne	Z
Jonathan Murray	Z	Director of Instructional Technology and Pedagogical Services – Emmanuelle Gaudet	Z
Michael Murray, Chair	Z	Director of Complementary Services – Catherine Canzani	Z
Helene Turgeon	Z	Director of Material Resources – Éric Plante	A

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

1. CALL THE MEETING TO ORDER

The Chairman called the meeting to order at 7:02 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 May 26, 2026 as modified, with the following addition:

9.6.1 Eastern Townships School Board (ETSB) – Policy to Prevent and Address Harassment and Violence in the Workplace

Carried unanimously

3. APPROVAL OF THE MINUTES OF THE MEETING OF APRIL 28, 2026

Resolution No. ETSB 26-05-54
Approval of the Minutes of the Meeting of the Council of Commissioners held on April 28, 2026

WHEREAS a copy of the Minutes of the meeting of April 28, 2026 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 Jody Murray to excuse the Secretary General from reading the Minutes and to approve the Minutes of the meeting held on April 28, 2026 as deposited.

Carried unanimously

4. QUESTION PERIOD

No questions were asked.

5. RECOGNITION OF EXCELLENCE

Chairman M. Murray invited the following Commissioners to present the May 26, 2026 Recognition of Excellence:

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

Unveiling of Two Municipal Chairs of Generations

- Mansonville Elementary School;
- North Hatley Elementary School.

Commissioner Shawn Jersey: Created through a collaboration between families, artists, teachers and children in communities, the "Chair of Generations" is a symbolic chair placed at the council table to represent the children and future generations whose voices are often unheard in public decision-making.

This past month, students from both North Hatley and Mansonville Elementary Schools presented their own Chair of Generations projects at municipal council meetings. Sharing messages of hope, care and responsibility for the future, the students used their creativity and voices to bring warmth and meaning to the initiative.

Congratulations to all the students who participated in this inspiring initiative. Your voices made your schools and communities proud and beautifully highlighted the importance of thinking about future generations.

MANSONVILLE

NORTH HATLEY

Mosaïc Inauguration at Waterloo

Commissioner M. E. Kirby: On May 14, 2026, the Waterloo community gathered to celebrate the unveiling of a remarkable 117-foot mosaïc mural. Supported by schools, organizations, local partners and public programs, the project was made possible through the vision and dedication of Allison Lampron, an inspired art teacher at Waterloo Elementary School, who succeeded in bringing together the entire Waterloo community around an ambitious artistic project.

Over three months, the project was brought to life thanks to an extraordinary level of participation of more than 550 students, over 50 volunteers, families and community members. Created from over 1,200 handmade ceramic tiles, the mural reflects Waterloo's history, landmarks and community spirit, standing as a powerful symbol of collaboration, creativity and shared pride.

Despite the rain, the inauguration was filled with music, art and celebration, showcasing the heart and generosity of Waterloo. More than an artwork, the project is a reminder of what a community can achieve when it comes together with vision and care.

Thank you to everyone who helped make this meaningful project possible.

6. BUSINESS ARISING

There was no business arising.

7. NEW BUSINESS

The Secretary General, S. Champigny presented the following Council dates:

7.1 Resolution No. ETSB 26-05-55
2026-2027 Schedule of Council of Commissioners

August 25, 2026
September 22, 2026
October 27, 2026
November 24, 2026
January 26, 2027
February 23, 2027
March 23, 2027
April 27, 2027
May 25, 2027
June 22, 2027

IT WAS MOVED BY Commissioner G. Holliday to adopt the 2026-2027 Council of Commissioners meeting dates as deposited.

Adopted unanimously

The Secretary General also presented the following resolution:

7.2 Resolution No. ETSB 26-05-56
Alexander Galt Regional High School (AGRHS) – Request for an alcohol permit

WHEREAS Alexander Galt Regional High School (AGRHS) is renting its premises for a ten (10) year high school reunion being held on June 27, 2026, where the renters wish to serve alcohol;

WHEREAS the AGRHS Governing Board was consulted and approved the requites for the rental and was aware that alcohol would be available;

WHEREAS AGRHS renters must obtain a permit that is in conformity with the rules and regulations of the *Régie des alcools, des courses et des jeux du Québec (RACJ)*;

WHEREAS AGRHS must obtain a resolution from the Council of Commissioners authorizing them to have alcoholic beverages on the premises and in this case, must supply a photocopy of the permit provided by the *RACJ*;

IT WAS MOVED BY Commissioner P. Gougeon to authorize AGRHS to rent their premises where they will serve alcoholic beverages, in conformity with the *Régie des alcools, des courses et des jeux du Québec,* at the high school reunion being held on June 27, 2026, held on the school grounds.

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, used his report to comment on the annual meeting of students with the Commissioners. The Chairman thanked the students for giving their time, calling the meeting an enlightening experience for all commissioners:

'As they describe the daily reality of their lives, it's very often quite different from what we think. We can't overstate the impact of some of the points made by the students. They help us to reflect on what we're doing and why. Students question the value of learning a level of math most will never use in their adult lives. We need to teach that the purpose of learning these things is to learn to solve problems; To look at a problem, to take it apart, disassemble it, decide where the components really belong and put it back together to create something different. I want to thank the students for the very real contribution they are making in our efforts to improve their education.'

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.

9.2 Governance and Ethics Committee

The Chair of the Governance and Ethics Committee, Commissioner G. Barnett invited the Secretary General, S. Champigny to present the following resolution:

9.2.1 Resolution No. ETSB 26-05-57
Delegation of Authority to the Director General – Appointment of Administrators

WHEREAS vacant Management positions are anticipated, resulting in additional administrative movement in the coming months;

WHEREAS timely appointments are necessary to ensure the continuity, stability and effective operation of schools and centres;

WHEREAS the appointment of administrators is normally made by the Council of Commissioners;

WHEREAS the period between regular meetings of the Council of Commissioners may require appointments to be made in a timely manner in accordance with the Board's administrative appointment procedures;

IT WAS MOVED BY Commissioner G. Barnett to delegate to the Director General the authority to appoint administrators, in accordance with the approved administrative structure and the Board's appointment procedures, to ensure the continuity and effectiveness of operations, effective from May 27, 2026, to August 24, 2026, inclusively.

Adopted unanimously

The Director General, K. Mackey presented the following resolution:

9.2.2 Resolution No. ETSB 26-05-58
2026-2027 Confirmation of the Administrative Structure

WHEREAS section 134 of the Regulation respecting *Certain Conditions of Employment of Senior Staff of School Boards* and of the *Comité de Gestion de la Taxe Scolaire de l'Île de Montréal* states that the School Board must confirm the Schools and Centres and the Head Office Administrative Structure, as it has been amended;

WHEREAS the Commissioners have reviewed the proposed Administrative Structure for the Schools & Centres and for the Head Office for the 2026-2027 school year during the Governance & Ethics meeting on May 19, 2026;

WHEREAS the Eastern Townships Association of Administrators (ETAA) has been consulted on the structure;

WHEREAS this administrative structure is to take effect July 1st 2026, unless otherwise specified;

IT WAS MOVED BY Commissioner J. Murray that the Council of Commissioners approve the Schools & Centres and the Head Office Administrative Structure for the 2026-2027 school year, effective July 1st 2026.

Adopted unanimously

The Chair of the Governance and Ethics Committee, G. Barnett also presented the topics discussed at the May 19, 2026 meeting:

- Advisory Committee Reports – Audit & Transportation;
- Procedure for Policy Development;
- 2026-2027 Administrative Structures;
- Commissioner Reference Handbook;
- Artificial Intelligence (AI) Training Session;
- Assessment Process for Prospective Educational Leaders (APPEL);
- *IMSE (Indice de milieu socio-écononomique)*;
- Governance PD Survey;

- Delegation of Power to the Director General – Appointment of Administrators;
- 2026-2027 Advisory Committee Structure;
- By-Laws Policy Review:
  - ✓ By-Law B004 – Meetings of the Executive Committee;
  - ✓ By-Law B001 – Meetings of the Council of Commissioners;
  - ✓ By-Law B006 – Delegation of Powers.

The date of the next meeting is scheduled for June 16, 2026.

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 26-05-59
Objectives and Principles Governing the Allocation of Resources to Section 275 Education Act (EA) and Allocation of Surpluses Section 193.4 (EA) – Budget Year 2026-2027

WHEREAS Section 275 of the EA states that after consulting with the governing boards and the parents' committee, and taking into account the recommendations of the resource allocation committee under the fourth paragraph of section 193.3, the school board shall establish objectives and principles governing the allocation of subsidies, school-tax proceeds and its other revenues;

WHEREAS under Section 193.4. (EA) the resource allocation committee must annually make a recommendation to the Council of Commissioners regarding the allocation of the surpluses of the School Board's educational institutions in accordance with section 96.24 (EA);

WHEREAS in accordance with Section 193.3. (EA), the resource allocation committee has set up a consultation process with a view to establishing objectives and principles governing the annual allocation of revenues in accordance with section 275, determining how those revenues are to be allocated in accordance with Section 275.1, including by setting out the criteria to be used to determine the amounts allocated, and determining how student services are to be distributed in accordance with Section 261;

WHEREAS under Section 193(9) (EA) the Central Parents' Committee was consulted on the objectives and principles governing the allocation of subsidies, school-tax proceeds and other revenues among educational institutions as well as the criteria pertaining thereto, and the objectives, principles and criteria used to determine the amount to be withheld by the school board for its needs and those of its committees;

IT WAS MOVED BY Commissioner J. Humenuik that the Council of Commissioners approve the Objectives and Principles Governing the Allocation of Subsidies, School Tax proceeds and other Revenues, as well as the objectives, principles and criteria used to determine the amount reserved for its own needs and the needs of its committees, as it pertains to the School Board's budget for the 2026-2027 school year;

IT WAS FURTHER MOVED to accept that Schools and Vocational Centre surplus will be frozen for the year 2026-2027. Deficits are to be reimbursed at a maximum of 2% to 5% per year of the operating budget excluding decentralized grants for the school year 2026-2027.

Adopted unanimously

9.3.2 Material Resources

9.3.1.1 Resolution No. ETSB 26-05-60
Acquisition of Two Parcels of Land by the Town of Cowansville

WHEREAS the Town of Cowansville wishes to proceed with the acquisition of two parcels of land belonging to the *Centre de services scolaire Val-des-Cerfs (CSSVDC)* and the Eastern Townships School Board (ETSB);

WHEREAS parcel one (1) from lot #5 330 899 shows an irregular shape of 3,314 square metres of parking spaces already maintained by the town of Cowansville;

WHEREAS parcel one (1) represents a small percentage of the overall parking lot and was unknown to be owned by *CSSVDC* and ETSB;

WHEREAS parcel two (2) from lot #4 687 117 represents a slim lane of 5,138 square metres along on the other side of Mercier Street and was unknown to be owned by *CSSVDC* and ETSB;

WHEREAS the purpose of the land acquisition is to regularize the situation by bringing the entire parking lot under the town's ownership (parcel one) and to allow the town's development project (parcel two);

WHEREAS the transaction will not change the permissions of usage of these areas for all entities involved for parking purposes, drop off/pick-up areas or anything else being used for;

WHEREAS the *Société québécoise des Infrastructures (SQI)* has allowed this transaction to be done without their supervision;

WHEREAS all expenses related to the acquisition will be at the town's expense*;*

WHEREAS the selling price will be set at the municipal value;

IT WAS MOVED BY Commissioner J. Murray 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.

Adopted unanimously

The date of the next Audit Advisory Committee is scheduled for June 9, 2026.

9.4 Educational Advisory Committee (ESAC)

The Chair of the Educational Advisory Committee, Commissioner M.E. Kirby mentioned that the date of the next ESAC meeting is to be determined.

9.5 Communications Advisory Committee

The Chair of the Communications Advisory Committee, Commissioner Jody Murray mentioned that the date of the next CAC meeting is scheduled for June 2, 2026.

9.6 Human Resources Advisory Committee

The Chair of the Human Resources Advisory Committee, Commissioner C. Beaubien presented the following resolution:

9.6.1 Resolution No. ETSB 26-05-61
Eastern Townships School Board (ETSB) – Policy to Prevent and Address Harassment and Violence in the Workplace

WHEREAS the *Act to modernize the occupational health and safety regime* (S.Q. 2021, c.27) and the *Act to prevent and combat psychological harassment and sexual violence in the workplace* (S.Q. 2024, c.4) impose new obligations on employers;

WHEREAS to comply with the new obligations, the current Dignity in the Workplace Policy needed to be updated;

WHEREAS the Policy to Prevent and Address Harassment and Violence in the Workplace has been developed according to the Procedure for the Development of Board Policies and By-Laws;

WHEREAS the Policy to Prevent and Address Harassment and Violence in the Workplace went through the consultation process between April 24, 2026 and May 22, 2026;

WHEREAS the comments of the consultation process have been brought to the Human Resource Advisory Committee for review on May 25, 2026;

IT WAS MOVED BY Commissioner J. Murray to adopt the Policy to Prevent and Address Harassment and Violence in the Workplace effective May 26, 2026; **IT WAS FURTHER MOVED BY** that this Policy will replace the current Dignity in the Workplace Policy.

Adopted unanimously

The date of the next meeting is scheduled for the next school year in the fall.

The commissioners also highlighted the work of the committee and thanked everyone who participated in the consultation process.

9.7 Transportation Advisory Committee

The Chair of the Transportation Advisory Committee, Commissioner H. Turgeon mentioned the topics discussed at the May 5, 2026 meeting:

- COBALT for Transportation – 650 parents have already registered;
- 2026-2027 Transportation budget – possibility of an aide on buses;
- Report on staffing and routes – similar numbers to previous years;
- Acquisition of 10 diesel buses.

The date of the next meeting is scheduled for the next school year in the fall.

9.8 Special Education Advisory Committee (SEAC)

The SEAC Chair and Parent Commissioner, E. McKnight mentioned the topics discussed at the May 20, 2026 meeting:

- Members were consulted on the draft version of the updated Safe and Caring Schools/Centres Policy and worked on the annual recommendation for the ETSB Director General, Ms. Kandy Mackey. SEAC will present the recommendations to the Director General tomorrow evening, May 27, 2026.

The date of the next SEAC meeting is to be determined.

10. PARENTS' COMMITTEE

In the absence of the Vice-Chair of the Central Parents' Advisory Committee, Commissioner S. Langlois, Commissioner Jody Murray presented the topics discussed at the May 6, 2026 meeting:

- Objectives, Principles and Criteria Governing the Allocation of Resources and Budget, presented by the Director of Finances, S. Leduc;
- Presentation – Homeschool association.

The date of the next Parents' Committee meeting is scheduled for June 3, 2026.

11. STUDENT ADVISORY COMMITTEE

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

Met with students last week. Some questions were asked to students:

The meeting discussed AI and the impact on cellphone ban feedback as well as the education system. The students found this meeting stimulating and they felt inspired. They questioned if education is preparing them for the future and which courses they would like to see in the future. Their voice is their truth and perception. It is always a pleasure to speak with them and Commissioners are interested in what they have to say. Students feel that their opinions are valued and that they are heard.

12. QESBA

The Spring Conference occurred from May 13-15, 2026, which is a PD activity appreciated by Commissioners.

Board meeting with QESBA – concerns expressed of the proposed bill to apply eligibility restrictions to adult education. Various lobbying efforts are on their way. All commissioners received the letter to reach out to MNAs to express their concerns. It is difficult to have cohorts if these students were to be removed. ETSB strives to have teaching in English and in French.

13. COMMISSIONER'S COMMENTS AND QUESTIONS

Commissioner S. Jersey: A Mud Run and CrossFit event is scheduled in Mansonville on June 16, 2026 where everyone was invited.

Commissioner J. Humenuik: Waterloo Elementary School - Mosaic

Worth the time, effort and detour to see it. Really amazing to see all the little mosaics, which is an example of bringing the community together.

Commissioner M. E. Kirby: Since my visit there, it has occurred to me that the mural is a great metaphor for the ETSB and what we strive to achieve. Thousands of tiny pieces put together created extraordinary beauty, just like bringing our students and community together is very beautiful.

14. CORRESPONDENCE

None.

15. QUESTION PERIOD

No questions were asked.

16. ADJOURNMENT

There being no further business, the meeting was adjourned on a motion by Commissioner R. Gagnon at 7:46 p.m.

Shawn Champigny
Secretary General

Michael Murray
Chairman

SC/gm
05.26.2026