

REGULAR BOARD MEETING AGENDA  
 PUBLIC SESSION

TUESDAY, MARCH 29, 2016  
 7:00 p.m.

Board Room  
 Sarnia Education Centre  
 200 Wellington Street, Sarnia

**A**

Page Reference

1. Call to Order
2. Approval of Agenda
3. Declaration of Conflict of Interest
4. Approval of the Minutes from the:
  - a) February 23, 2016 Regular Board Meeting 1
  - b) March 8, 2016 Special Board Meeting 6
5. Business Arising from the Minutes
6. Motions Emanating from the Regular Board Private Session
7. Motion that the Actions of the Regular Board Private Session be the Action of the Board.
8. Presentations:
9. Delegations:
10. Questions from the Public
11. Reports for Board Action:
12. Reports for Board Information:
  - a) Native Advisory Committee Report
 

	Trustee Rising Report B-16-32	7
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  - b) Student Senate Report
 

	Student Trustees Anderson/McLaren Oral Report	
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  - c) Special Education Advisory Committee Report
 

	Trustee Hudie Report B-16-33	8
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  - d) Reporting Under the Public Salary Disclosure Act 2015
 

	Director Costello Report B-16-34	10
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  - e) Accommodation Review Update
 

	Superintendent Girardi Oral Report	
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13. Correspondence
  - a) Letter from Chief Dan Miskokomon, Walpole Island First Nation, The Council of Three Fires, regarding NBE-C and NBE-U courses 15
14. New Business
15. Trustee Question Period
16. Notices of Motion
17. Future Agenda Items
18. Announcements
  - a) The next Regular Board Meeting will be held on April 12, 2016 at the Sarnia Education Centre, 7:00 p.m.
19. Adjournment

Lambton Kent District School Board

Minutes of the Regular Board Meeting of February 23, 2016 held at the Samia Education Centre

PRESENT:

Trustees: Chair Jane Bryce, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, Bob Murphy, Shannon Sasseville,

Student Trustee Cole Anderson and Brittany McLaren

Staff: Director of Education Jim Costello, Superintendent of Business Brian McKay, Superintendents of Education, Joy Badder, Dave Doey, Mike Gilfoyle, Gary Girardi, Taf Lounsbury and Phil Warner

Regrets: Trustees Randy Campbell, Elizabeth Hudie, Tom McGregor, Lareina Rising, Vice-Chair Scott McKinlay

Recording Secretary: Trish Johnston, Executive Assistant and Communications Officer

Call to Order: Chair Bryce called the meeting to order at 7:00 p.m. Trustee Murphy served as Acting Vice-Chair for the Meeting.

#2016-43  
Approval of the Agenda  
Feb/23/2016  
Moved by Jack Fletcher, seconded by Shannon Sasseville,  
"That the Agenda for the Regular Board Meeting Public Session of  
February 23, 2016 be approved."

CARRIED.

Declaration of Conflict of Interest: No declarations of conflict of interest were issued.

#2016-44  
Approval of Minutes  
Feb/9/2016  
Moved by Ruth Ann Dodman, seconded by Dave Douglas,  
"That the Board approve the Minutes of the Regular Board Meeting of  
February 9, 2016."

CARRIED.

Business Arising  
Director Costello explained that he will be contacting Jon Milos from Lambton College Enactus upon Jon's return from Zambia at the end of February 2016 for an update on the school to be constructed there with funds raised by the LKDSB Student Senate.

#2016-45  
Action of the Regular  
Board Private Session be  
the Action of the Board  
Moved by Bob Murphy, seconded by Jack Fletcher,  
"That the Action of the Board in Private Session be the Action of the  
Board."

CARRIED.

Delegations:  
RDHS-Community  
Committee regarding the  
Proposed ARC Phase  
involving Ridgetown  
District High School  
Susan Litwin thanked the Trustees for their time. She explained that she and Jim Brown are the Co-Chairs of the RDHS-Community Committee. She advised that the Committee was developed because they were included in the eight phases of the proposed Accommodation Reviews. Committee members include parents, community members and a Delaware First Nation representative. She acknowledged that they are not under review yet. They know that the Trustees have not acted on the recommendations or phases yet. They know that enrolment and finance are the two main factors behind the proposed ARC phases; that the LKDSB is interested in replacing schools with a high Facility Condition Index (FCI) and that status quo in South/East Chatham-Kent is not an option. She outlined the four requests of the RDHS-Community Committee. She advised that they would like the LKDSB to proceed with the ARC as soon as possible because RDHS is under a cloud. The uncertainty causes distress for students who think there is no future at RDHS. They are looking at other options rather than RDHS so the numbers at RDHS could go down. She commented that teachers may choose to look for another job as well. She commented that the vitality of the school could be

lost. She referred to the LKDSB Capital Plan and the Pupil Accommodation Report both of which do not account for the fact that the Grade 7 and 8 students are at RDHS. They are concerned that that is a misrepresentation of enrolment in the school. She suggested that the LKDSB convince the government to recognize the elementary students in the building. She encouraged Trustees, before voting to establish an ARC regarding the consolidation of the Ridgetown and Blenheim area schools, to reconsider the current proposal and ensure that the ARC is based on the best proposal possible. They do not believe it is the best. She asked Trustees, when consolidating schools in South/East Chatham-Kent, to not be limited by the framework of the past, solving the puzzle by simply moving whole pieces based on existing catchments. She asked Trustees to consider a re-design for the entire region affected (Tilbury-Chatham-Blenheim-Ridgetown). She presented maps of the proposed consolidation in Blenheim and a proposed consolidation in Ridgetown. She proposed that an alternative re-design option, closing Blenheim District High School and sending South/East Chatham-Kent secondary students to high schools in Tilbury, Chatham and Ridgetown would be more efficient and inclusive, providing all students with at least one high school option within a reasonable distance. This alternative would increase enrolment levels at multiple schools and would not require new school construction. The Board could move all W.J. Baird Public School students into Harwich-Raleigh Public School. LKDSB could seek a Capital Priorities Grant to build a K-12 school in Tilbury (instead of Blenheim) to address Tilbury District High School's very high FCI. She advised that this broad-based alternative considers enrolment, finance and student well-being. High school students at a school in Ridgetown would benefit from the completion of the Ridgetown Community Sports Field, the Board's recent investment of over \$4 million in RDHS, and its close proximity to the University of Guelph-Ridgetown Campus. The older classroom-portion of the RDHS building could eventually be replaced to reduce the school's FCI, and there is adequate room for expansion, if necessary. She commented on the current travel distances and future travel distances under the proposal for students living in Moraviantown. She commented on the relationships made with the students at Naahii Ridge Public School. She explained that the presentation is not intended to provide the complete argument for changing the consolidation proposal for the Blenheim-Ridgetown area schools and invited staff to meet with them to discuss their ideas. A copy of Susan Litwin's presentation is attached to the Minutes.

#### Questions from the Public

Mary Ethier referred to the questions posed by Keith Wyville during his delegation to Board at the February 9, 2016 Board Meeting in Chatham and asked what was the process for selecting community representatives to serve on the ARC and for selecting students to serve on the ARC.

Superintendent Girardi explained that the task was given to school principals. The selection is usually done by working with the schools councils and student councils. Parent, student and community members are individuals who are involved in the school and active within the school community. This was the approach taken with the four schools involved in the current Accommodation Reviews.

Jim Brown referred to the information provided to the Board by the RDHS-Community Committee and stated that there was more information they needed to consider prior to making any decisions and questioned what would the process be after tonight regarding the information received from the Committee.

Director Costello advised Mr. Brown to provide the additional information to himself and Superintendent Girardi and it would be reviewed by prior to

making a recommendation to Board.

Mr. Brown asked if they would review the information and decide not to include RDHS in an ARC and report back to the Committee prior to an ARC being called. Director Costello advised that this would not happen. Administration has not decided an order for the remaining proposed Accommodation Reviews. The current proposals are visions based on the data that is available now but things could change. Administration would have to present an Initial Staff Report to the Board which would have to be approved by the Board to commence future Accommodation Reviews. Director Costello noted that Susan Litwin's report was well done and that the information would be considered.

2016/2017 School Year  
Calendar

Superintendent Lounsbury advised that the draft 2016/2017 school year calendar was posted on the LKDSB website. She explained that Administration is requesting a modified calendar that would include a change in the Christmas Holiday. On the proposed modified calendar, the last day of school would be held on December 23 rather than December 16. This proposal is supported by the coterminous school board, unions, administrators and members of the Parent Involvement Committee. Many other school boards are requesting the same calendar. The Ministry deadline for submission of modified school calendars is March 1, 2016.

The following charts outline the possible organization of this calendar.

Statutory/School Board Designated Holidays:

September 5, 2016	Labour Day
October 10, 2016	Thanksgiving Day Holiday
December 26, 2016 to January 6, 2017	Christmas Break
February 20, 2017	Family Day
March 13 to 17, 2017	March Break
April 14, 2017	Good Friday
April 17, 2017	Easter Monday
May 22, 2017	Victoria Day

Possible P.A. Days:

Friday, September 30, 2016  
Friday, October 28, 2016  
Friday, November 25, 2016  
Friday, February 3, 2017  
Friday, April 28, 2017  
Friday, June 9, 2017  
Friday, June 30, 2017

Secondary Exam Days:

Friday, January 27 – Thursday, February 2, 2017  
Friday, June 23 – Thursday, June 29, 2017

EQAO Dates:

Grade 3 & 6 Testing	May 23 to June 5, 2017
Grade 9 Math -1 <sup>st</sup> Semester	January 16 to January 27, 2017
Grade 9 Math -2 <sup>nd</sup> Semester	June 5 to June 16, 2017
OSSLT	March 30, 2017

#2016-46  
2016/2017 School Year  
Calendar Approved

Moved by Jack Fletcher, seconded by Dave Douglas,

“That the Board approve the 2016/2017 School Year Calendar and that this calendar be forwarded to the Ministry of Education for approval as required.”

Student Trustee McLaren clarified the examination dates. In response to Trustee Murphy's question regarding the benefits to students for the altered

Christmas break, Superintendent Lounsbury explained that in the past feedback from parents and teachers indicated a preference for the students to be off the week after the holidays opposed to the week before. Teachers believe they have more opportunity to address required curriculum while working in some of the various holiday observances.

CARRIED.

Ontario Public School  
Boards' Association  
Update  
(OPSBA)

Trustee Fletcher reported on the February 19 and 20, 2016 OPSBA Directors' Meeting. He shared the agenda from the meeting with Trustees. Syrian new comers to Canada were discussed. The Ministry of Education has produced a guide for parents/guardians - *Guide to Pupil Accommodation Reviews*. Feedback is being obtained on the School Boards Collective Bargaining Act. Trustee Fletcher found the First Nation Director's report was very interesting. The OPSBA Director's passed a motion to open every OPSBA board meeting with an acknowledgement that the meeting is being held on traditional territory. He commented on sensitivity training for staff and trustees. He encouraged Trustees to read the EQAO assessment information, item 17 2.6 on the OPSBA Agenda he shared.

Accommodation Review  
Committee Updates

Superintendent Girardi advised that the first Working ARC Meeting for the Sarnia South Secondary Schools was held at the Sarnia Education Centre on February 16 from 6:00 p.m. to 9:00 p.m. The second public ARC Meeting is scheduled for March 8 at SCITS. Superintendents will be meeting with the staff from SCITS and SCSS this week. Public tours of SCSS took place on February 22. Tours will take place at SCITS on February 24. He reviewed the discussion items from the first Working ARC Meeting. There was good dialogue amongst the members on reflections on the first Public ARC Meeting, secondary program options, examination of suggested alternative proposals (status quo, SCSS and SCITS move to a Grade 7 to 12 model, consolidation at SCITS and turning SCSS into an elementary, closure of additional Sarnia secondary schools for a new consolidated school, LKDSB Initial Staff recommendation to close SCITS and move all the students to SCSS). At the conclusion of the discussions, ARC members chose to continue discussions on consolidation of all the students at either SCITS or SCSS at the next Working ARC Meeting.

Superintendent Girardi reported that the first Wyoming Area Schools Working ARC Meeting is scheduled for February 29, 2016 at Wyoming Public School and the second one will be held on March 31 at Wyoming Public School. Meetings with staff from both schools have been scheduled. The public walking tour for Wyoming Public School will be held on March 9 and the tour for South Plympton Public School will be held on March 10. The second Public Meeting will be held on March 23, 2016. ARC members will reflect on the first Public Meeting, review options (status quo, LCCVI becoming a Grade 7 to 12 school model, consolidating at South Plympton and closing Wyoming and the LKDSB Initial Staff recommendation to consolidate at Wyoming and close South Plympton).

Chair Bryce commented on the question and answer section on the LKDSB website for both Accommodation Reviews and commended staff on the detailed answers provided to the questions. She noted the inclusion of pictures demonstrating various conversions of gymnasiums into classrooms on the Wyoming Area Schools ARC site.

Trustee Question

Trustee Fletcher referred to the tragedy that occurred in Pickering on February 23 involving the stabbing of students by a student. Director Costello commented on the support offered to the students and staff of the Durham District School Board through their Director. On behalf of the LKDSB, he has expressed concern for the students and staff.

#2015-47

Letter of support for  
Durham District School  
Board

Moved by Fletcher, seconded by Dodman

“That the Board send a letter of compassion and support to the Durham District School Board for what they are going through at this time of sorrow.”

CARRIED.

Trustee Douglas referred to the proposed funding request for \$14M to consolidate the students from SCSS and SCITS at SCSS and questioned how much it would cost to consolidate all the students at SCITS. He questioned if the Ministry would provide funding and how much longer the LKDSB could utilize SCITS.

Superintendent McKay explained that the Board would have to apply to the Ministry for a similar amount of funding to consolidate students from SCSS and SCITS at SCITS. The main difference in calculating the success of the application is the schools' FCI. In the grant application calculations, the Ministry looks at the FCI and compares it to the Ministry's threshold of 35%. SCSS's FCI is approximately 40% and SCITS's FCI is approximately 60%. SCITS's larger FCI is a consideration on the potential success of the grant application if the students were to be moved to SCITS. During a meeting Superintendent McKay had with Ministry representatives, they looked at both FCI numbers in the grant application process. The grant application scored higher for locating all the students at SCSS. The grant application score for moving all the students into SCITS was favourable but not as favourable a score as moving all the students into SCSS. There is an element of risk for grant applications. Historically, the Ministry receives about four times as many applications as there is funding available for. The consolidation of students at SCITS meets the Ministry's base line matrix but does not score as high as a consolidation at SCSS. The Ministry will not provide school boards with the information on their risk calculations. This is dependent on the number of applications they receive and how the Ministry scores the applications.

Superintendent Girardi commented that they are working on compiling 40 year long-term capital forecasts for both buildings to share with ARC members at the March 21 Working Committee Meeting. The associated financial costs will be shared at the meeting as well. The most recent asbestos reports and associated costs will be shared as well as costs associated with accessibility. The event costs for SCITS are \$52M and event costs SCSS is \$34M.

Announcements

The next Sarnia South Secondary Schools Public ARC Meeting is scheduled for March 8, 2016 at Sarnia Collegiate Institute & Technical School (SCITS), 6:30 p.m. to 8:30 p.m.

The next Wyoming Area Schools Public ARC Meeting is scheduled for March 23, 2016 at South Plympton School, 6:30 p.m. to 8:30 p.m.

The next Regular Board Meeting will be held on March 29, 2016 at the Sarnia Education Centre, 7:00 p.m. (5<sup>th</sup> Tuesday)

The April 12, 2016 Regular Board Meeting will be held at the Sarnia Education Centre, 7:00 p.m.

Adjournment  
8:00 p.m.

There being no further business, Chair Bryce declared the meeting adjourned at 8:00 p.m.

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Chair of the Board

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Director of Education and Secretary of the Board

Lambton Kent District School Board

Minutes of the Special Board Meeting, Public Session, held on March 8, 2016 via Video Conference and Teleconference, Sarnia Education Centre and Chatham Regional Education Centre

PRESENT: Chair Jane Bryce, Vice-Chair Scott McKinlay(teleconference), Randy Campbell, Dave Douglas (teleconference), Jack Fletcher, Elizabeth Hudie, Tom McGregor, Bob Murphy (teleconference), Shannon Sasseville (teleconference)

Staff Director of Education Jim Costello, Superintendent of Business Brian McKay, Superintendents of Education Joy Badder and Phil Warner

Regrets: Trustees Ruth Ann Dodman and Lareina Rising, Student Trustees Cole Anderson and Brittany McLaren, Superintendents Dave Doey, Mike Gilfoyle, Gary Girardi, Taf Lounsbury

Recording Secretary Trish Johnston, Executive Assistant and Communications Officer

Call to Order Chair Jane Bryce called the meeting to order at 9:07 a.m.

#2016-49

Approval of the Agenda

Moved by Randy Campbell, seconded by Tom McGregor,

“That the Agenda for the Special Board Meeting Public Session of March 8, 2016 be approved.”

CARRIED.

Declaration of Conflict of Interest

No conflicts of interest were declared.

Motions Emanating from Private Session

Moved by Jack Fletcher, seconded by Scott McKinlay,

"That the Board approve the local Collective Agreement between the Lambton Kent District School Board and the Canadian Union of Public Employees (CUPE) Local 1238, for the period September 1, 2014 to August 31, 2017."

CARRIED.

#2016-50

Action of the Regular Board Private Session be the Action of the Board

Moved by Elizabeth Hudie, seconded by Tom McGregor,

“That the Action of the Board in Private Session be the Action of the Board.”

CARRIED.

Director Costello congratulated the Negotiating Team and expressed his appreciation for their work. He noted Chair Bryce’s involvement during the final negotiations. Chair Bryce thanked the Negotiating Team for achieving an Agreement.

Adjournment  
9:09 a.m.

The Agenda having been completed, Chair Bryce declared the meeting adjourned at 9:09 a.m.

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Chair of the Board

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Director of Education  
and Secretary of the Board

**BOARD REPORT**  
**REGULAR BOARD, PUBLIC SESSION**

**REPORT NO: B-16-32**

**FROM: Lareina Rising, Trustee**

**DATE: March 29, 2016**

**SUBJECT: Native Advisory Committee Report**

The February 17, 2016 meeting of the Native Advisory Committee was hosted by Wallaceburg District Secondary School.

Reports from communities indicated ongoing involvement with the Anishinabek Education Framework process in collaboration with the province. It is expected that finalization of this plan will occur late in the fall of 2016. In addition, the staff of Hillside School at Kettle Point will be joining the North Lambton family of schools for a numeracy workshop at the invitation of the board's program department. The sharing of two-way professional development opportunities is a goal identified by the NAC.

Trustee Rising made mention of a web presentation by noted First Nation speaker Wab Kinew to Ontario public service employees, followed by the Premier's announcement of mandatory training for all provincial employees on FNMI perspectives, revised training for pre-service teachers, and mandatory elements to be included in the Ontario curriculum. The board will request resources available from the Truth and Reconciliation Commission for use in gr. 8 and gr. 10 classrooms.

Aboriginal Liaison Chris Riley reviewed his work with program staff to support teachers implementing the new gr. 11 English course and gr. 9 Arts course which are both based on FNMI history, culture, and perspectives. SCITS will be hosting the annual youth symposium this May and the theme will be "Reviving our Roots." Chris also talked about the growing interest on the part of schools in recognizing protocols relating to First Nations. An example of this would be recognizing traditional territories during morning announcements with appropriate language and respect accorded. A regional treaty council of Chiefs and others will be meeting to establish a template that schools can use to guide their recognition.

School administrators in attendance shared details of FNMI-focused learning that is taking place in their schools including collaborative inquiries, community involvement, follow-up to the Truth and Reconciliation recommendations, and community visits.

Future agenda items include a presentation on protocol, sharing of student achievement data, revisions to the Voluntary Self-Identification policy and regulations, and the annual financial report.

The next meeting of the Native Advisory Committee will be held on Wednesday, April 20, 2016 at the Chatham Regional Education Centre – 6:00 pm.

**REPORT TO THE BOARD  
REGULAR BOARD, PUBLIC SESSION**

**REPORT NO: B-16-33**

**FROM: Elizabeth Hudie, Trustee and Vice-Chair of the Special Education Advisory Committee**

**DATE: 2016 02 19**

**SUBJECT: SPECIAL EDUCATION ADVISORY COMMITTEE MEETING SUMMARY**

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The Special Education Advisory Committee (SEAC) of the Lambton Kent District School Board met on February 18, 2016 via Video-Conference. Following is a report of the activities of the meeting:

**Presentation: Differentiated Supports for Diverse Needs**

Lee-Ann Chamberlain, ALLP Teacher, and Laurie Brownlee, Elementary ESL Teacher, made a joint presentation with regard to the Alternative Learning and Life Skills (ALLP) Class at Tilbury Area.

Lee-Ann advised SEAC that there are a number of English Language Learner (ELL) students at the school. (A student is an English language learner when another language – aside from English or French – is spoken in the home.) She shared a presentation with the members of SEAC that provided a glimpse into a typical day in the ALLP class and spoke about specific tasks they teach in the Life Skills class, noting that content is tailored to each child's unique needs. The classroom is very inclusive and is credited for helping the students thrive.

Laurie Brownlee began collaborating with Lee-Ann a few years ago to support their school's ELL needs. Laurie said that the students really enjoy being in Lee-Ann's classroom. One year they had 23 ELL students. One third of the school's population has English language learning needs. Children are taught in small groups so they're more comfortable and their individual needs can be met.

At the conclusion of the presentation Superintendent Doey said that Tilbury Area Public School received the Premiers' Award for being a Safe and Accepting School last year, and the ALLP was a key part of the school's commitment to supporting the diverse learning and non-academic needs of its students.

**Presentation: How Are We Preparing Our Students for the 21<sup>st</sup> Century?**

Mike Adam advised SEAC that the Assistive Technology Team is very busy. He said that a '21<sup>st</sup> century learner' is one who is agile and can readily adapt to new technologies. Their team is continually sourcing out leading edge technologies so they can put the tools into the hands of the Board's students. The team is responsible to do assessments and introduce new technologies; as a result, they provide coaching to both the students and the teachers. And, since all students have iPads in Grade 7, the team has introduced iPads into the Grade 6 classrooms so that the students will be ready when they get their device the following year.

Students are shown a variety of devices and Apps and are allowed to choose what's best for them. Mike showed a presentation that provided an overview of the various programs/Apps that students are using and explained the ways that they benefit the student's learning while helping the teacher and student connect using vocal annotation, and more.

A member of SEAC asked how the Board is measuring the success of students who are using new technologies. Mike said that the team does a trial first, in order to set specific goals that are based on Report Card comments. At the end of the trial, they are then able to measure the student's progress towards those goals.

Superintendent Doey said that the Assistive Technology Team is supporting the TELP project by going into the classroom to model how lessons can be taught using the new technology, and helping to change instructional practices in the classroom while at the same time helping students access and demonstrate their learning.

Another member of SEAC asked if the Team helps parents to understand the technology so they can help their children at home. Liz Zantingh responded saying that when training is offered to the students, parents are invited to attend as well. As well, the Technology Team sometimes offers technology camps, and parents are welcome to come to those sessions.

Superintendent Doey said that the Board is working to open the world up to the students by making education more inclusive, and by extending differentiated instruction to focus on everyone's unique needs.

### **Special Education Report Amendments**

The following items were provided to the members of SEAC for their review prior to the meeting:

- 2.14 Accessibility of School Buildings
- 2.14.1 Annual Accessibility Plan
- 2.5 Educational and Other Assessments
- 2.6 Health Support Services
- 2.15 Transportation
- 2.8 Special Education Placements Provided by the Board
- 2.9 Individual Education Plans

The members of SEAC were advised that the Accessibility Plan will be replaced with the Board-approved 2015-2016 version; the Plan will be provided to SEAC for its information and use when it's available. As well, Pam Graham, System Coordinator of Special Education reviewed the amendments that have been made in Sections 2.5, 2.8 and 2.9, and provided an explanation as to how and why the sections were changed.

### **Correspondence**

There was no correspondence submitted to SEAC.

### **Associated Reports, Other Business and Sharing of Best Practices**

Trustee Hudie said that the Board is very busy with the Accommodation Review process.

Christy Bressette, First Nations Representative, reported that there will be a National First Nations' Directors Forum in Ottawa next week and noted that it will be the first time that such a meeting has taken place in Canada.

George Melendy noted that the Learning Disabilities Association of Lambton County received funding from the United Way of Sarnia-Lambton to continue the delivery of their programs.

Gordon Crompton of Community Living - Chatham-Kent shared details about a program he heard about. "Open Minds" is being launched by ACCESS (Adolescent/Young adult Connections to Community-driven Early Strengths-based and Stigma-free Services) in November of 2016 and will integrate various community services from the site on King Street in Chatham. Young people and their families can see a trained clinician, peer support workers and/or family support workers who will provide front-line services or connect them to specialized services.

### **Next Meeting**

Thursday, March 24, 2016

Via Video-Conference (SEC and CREC)

6:00 p.m.

Rose Gallaway, SEAC Chair

**REGULAR BOARD, PUBLIC SESSION**

**Report To Board**

**FROM: Jim Costello, Director of Education**

**DATE: March 29, 2016**

**SUBJECT: Reporting Under the Public Sector Salary Disclosure Act for the 2015 Year.**

Each year, since the *Public Sector Salary Disclosure Act* was passed in 1996, the Ontario Government has published a compendium on public sector employees who were paid a salary of \$100,000 or more. Organizations that receive public funding from the Province of Ontario are required to disclose the names, positions, salaries and taxable benefits of these employees. The salary required to be made public under the Act reflects the amount to be reported to Canada Revenue Agency on the employer's T-4 slip for the employee. The T-4 amounts may include components that relate to a prior year and may exceed the employee's annual rate of salary. The taxable benefits listed on the report are the amount shown on the T-4 slip as prepared for the Canada Revenue Agency.

The Act covers city and other local governments, universities and colleges, school boards, hospitals, and Crown agencies. It also applies to the Provincial Government ministries and members of the Assembly. Other non-profit organizations that receive a large share of their funding from the provincial government are covered as well.

Attached is the Record of Employees' 2015 Salaries and Benefits for the Lambton Kent District School Board filed in accordance with the Public Sector Salary Disclosure Act.

**RECORD OF EMPLOYEES' 2015 SALARIES AND BENEFITS**

Please refer to the guide Preparing Your Report for the Year 2015, Public Sector Salary Disclosure Act before filling out this form.  
 Se reporter au guide de Préparation du rapport de 2015, aux fins de la Loi de 2015 sur la divulgation des traitements dans le secteur public, pour remplir la présente formule.

Cal Year / Année civile	Sector / Secteur	Employer / Employeur	Surname / Nom de famille	Given Name / Prénom	Position Title / Poste	Salary Paid / Traitement versé	Taxable Benefits / Avantages
Insert additional rows at the end as needed / Insérer d'autres rangées au besoin							
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	AIREY	WINSTON	Elementary Principal	118,941.12	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ALWARD	JOSHUA	Elementary Principal	109,287.36	217.12
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ANDERSON	COLLEEN	Elementary Vice Principal	104,314.28	203.12
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ANDERSON	MARY LYNN	Elementary Principal	124,969.92	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ANDERSON	SANDRA	Manager of Financial Services	118,940.90	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ANDRUCHOW	RONALD	Superintendent of Business	140,132.85	38.92
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BADDER	JOY	Superintendent of Education	159,969.16	309.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BAIRD	GORDON	Elementary Teachers	100,176.80	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BALKWILL	ANN	Elementary Principal	119,763.10	232.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BALKWILL	TIMOTHY	Elementary Principal	119,758.44	232.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BARRESE	ANGIE	System Co-Ordinator - Student Achievement	119,818.24	235.77
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BESTARD	DOUGLAS	Manager of Human Resources	125,940.88	243.68
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BEUCKELARE	NICOLE	Secondary Teacher/Summer Semester	105,872.63	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BOVIN	COURTNEY	Secondary Teacher/Summer Semester	101,399.71	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BRADLEY	CARI-ANN	Secondary Teacher/Summer Semester	100,928.83	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BRAMHAM	DEBORAH	Elementary Principal	118,941.12	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BRIAND	MARIE-GUYLAINE	Elementary Teacher	101,717.62	124.82
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BROS	MARGARET	Elementary Consultant	100,270.00	129.60
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BRUETTE	BERNADETTE	Secondary Vice Principal	114,139.00	221.12
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BUSCHEMEYER	BRIAN	Secondary Teacher/Summer Semester	103,055.80	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	BYATT-MILLINGTON	KARYN	Elementary Vice Principal	104,314.12	203.12
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	CAMPEAU	JAYSON	Secondary Vice Principal	116,853.36	204.48
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	CATTERSON	JOANNA	Elementary Principal	115,495.10	224.30
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	COATES	MARC	Secondary Vice Principal	113,338.91	219.92
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	COLLINS	KATHLEEN	Secondary Teacher/Summer Semester	100,466.80	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	COOK	SANDRA	Elementary Principal	118,957.70	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	COSTELLO	JAMES	Director of Education	205,075.52	322.48
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	COYLE	CHRISTOPHER	Elementary Principal	118,478.19	230.06
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	CRICH	ANN	Secondary Teacher/Summer Semester	101,743.84	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	CURL	HEATHER	Secondary Program Consultant	100,649.80	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DAVENPORT	CHRISTINE	Supervisor of Psychological Services	118,941.16	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DAVIDSON	GORDON BRUCE	Secondary Consultant Special Education	101,892.80	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DE SCHIFFERT	JEROME	Secondary Teacher/Summer Co-Operative	102,905.34	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DEERY	ROSANNA	Elementary Principal	115,504.76	224.30
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DENURE	HEATHER	Secondary Teacher/Summer Co-Operative	104,504.28	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DENURE	JAMES	Secondary Teacher/Summer Co-Operative	109,827.60	197.76

2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	DOUGLAS	MARGARET LYNN	Elementary Principal	118,940.90	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ELDRIDGE	CAREY	Secondary Program Consultant	110,174.50	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ELSON	MICHAEL	Elementary Principal	118,967.52	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	FALLA	MARY-LOUISE	Secondary Vice Principal	114,138.96	221.12
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	FERGUSON	BRYAN	Secondary Teacher/Continuing Education	100,762.44	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	FERGUSON	SUSAN	Secondary Principal	125,949.90	243.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	FITTLER	MARK	Secondary Teacher/Continuing Education	100,171.04	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	FRAYNE	EDWARD	Secondary Teacher/Summer Semester	100,466.74	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GALL	KENNETH	Secondary Teacher/Summer Co-Operative	101,694.75	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GALLANT	PAMELA	Elementary Consultant	100,270.00	129.60
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GARRETT	HUGH	Secondary Teacher	101,326.27	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GARRETT	JUDITH	Secondary Vice Principal	113,339.04	219.92
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GARRETT	PAUL	Elementary Principal	119,758.44	232.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GILFOYLE	MARIE	Elementary Principal	118,958.52	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GILFOYLE	MICHAEL	Superintendent of Education	159,969.16	309.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GIRARDI	GARY	Superintendent of Education	145,348.65	290.44
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GOLDBAWK	BARBARA	Secondary Principal	119,644.08	231.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GORDON	GREGORY	Secondary Teacher/Summer Co-Operative	105,888.60	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GOWER	JEREMY	Secondary Teacher/Marker	101,199.00	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GRAHAM	PAMELA	System Co-Ordinator - Special Education	125,940.88	243.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GRAINGER	TODD	Secondary Teacher/Summer Co-Operative	103,154.30	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GREGORY	KENNETH	Elementary Principal	125,531.16	232.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	GRIFFITHS	CRAIG	Secondary Teacher/Marker	104,333.14	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HAMLIN	LEONA	Elementary Principal	118,466.79	230.06
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HAYWARD	RICHARD	Elementary Principal	118,940.90	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HAZZARD	BENJAMIN	Elementary Principal	118,478.79	230.06
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HINES	GREGORY	Secondary Teacher/Summer Semester	100,466.74	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HODGSON	BYRON	Elementary Principal	118,958.52	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HOUGHTON	MARK	Elementary Principal	118,967.41	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HUNT	MARK	Secondary Principal	126,741.12	245.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	HUNT	MURRAY	Secondary Principal	122,440.58	229.92
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	JARED	LINDA	Secondary Principal	126,741.12	245.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	JOHNSTON	ANN	Elementary Principal	115,486.76	224.30
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	KEANE	JAMES	Secondary Vice Principal	113,339.04	219.92
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	KEANE	SEAN	Secondary Principal	125,967.60	243.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	KERBY	KEVIN	Secondary Teacher/Summer Co-Operative	100,466.70	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	KRAMER	CYNTHIA	Elementary Principal	118,976.30	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LAKEY	ADAM	Secondary Teacher/Summer Semester	103,392.91	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LANE	HELEN	Elementary Principal	118,950.12	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LAWTON	BENJAMIN	Secondary Vice Principal	112,881.34	219.82
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LEE	ROBERT	Secondary Principal	125,941.20	243.68
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LEMIEUX	CARMEN	Elementary Principal	118,950.12	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LEYSTRA	RHONDA	Secondary Vice Principal	113,339.04	219.92

2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LOUNSBURY	DAPHNE	Superintendent of Education	155,636.96	301.64
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	LOZON	KYLIE	Secondary Teacher/Summer Semester	104,761.00	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MACDONALD	LISA	Elementary Principal	121,215.00	223.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MACLACHLAN	ROBERT	Secondary Teacher/Summer Semester	100,515.99	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MALLETTE	MELISSA	Secondary Vice Principal	112,881.39	219.82
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MANCINI	MARY	Secondary Principal	125,949.60	243.68
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MANN	BRENDA	Elementary Principal	118,941.12	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MARTIN	NICOLE	Secondary Teacher/Summer Semester	103,415.49	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MARTSCHLITT	SHELLEY	Elementary Consultant	101,514.00	131.60
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MARVELL	CHRISTOPHER	Manager of Information Technology	118,941.16	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MARYSCHAK	DANIELLE	Elementary Principal	117,494.28	218.32
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MASTRONARDI	FRANCO	Supervisor of Systems Applications	107,434.08	208.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MCDONALD	MICHAEL	Secondary Vice Principal	113,338.91	219.92
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MCLEAN	JOY	Elementary Principal	118,976.52	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MESTON	DENNIS	Secondary Teacher/Summer Co-Operative	110,443.76	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MILLER	LEE	Elementary Principal	118,941.12	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MOORE	CHRISTOPHER	Elementary Principal	118,999.92	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MORRISON	JANICE	Elementary Vice Principal	108,016.97	213.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	MORTON	JAMES	System Co-Ordinator Continuing Education	127,741.11	245.68
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	NATVIK	ELSA	Secondary Vice Principal	110,048.15	214.08
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	NEMCEK	GREGORY	Secondary Principal	119,644.08	161.12
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	NOEL	MARY	Elementary Principal	112,096.05	218.42
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	NORCROSS	PAULA	Elementary Teacher	121,089.25	122.56
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	PARNHAM	ANDREW	Elementary Principal	118,959.12	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	PATTERSON	MARY ANNE	Elementary Principal	118,950.12	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	PENNEY	DARLENE	Elementary Principal	115,495.76	224.30
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	PERKINS	SANDRA	Elementary Principal	118,985.52	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	PILEGGI	DARLENE	Secondary Teacher/Summer Co-Operative	101,435.70	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	POISSANT	MELINDA	Elementary Teacher/Summer Semester	100,346.61	122.56
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	RIZZETTO	LUCY	Elementary Principal	118,943.90	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ROTA	LILLIAN	Elementary Vice Principal	107,434.08	208.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SABATINI	ANITA	Elementary Principal	111,073.29	218.12
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SCHALK	ADRIANUS	Secondary Teacher/Summer Co-Operative	100,466.70	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SCHIEBLI	MICHAEL	Manager of Plant and Maintenance	118,940.90	230.16
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SCHLEIHAUF	CHRISTOPHER	Secondary Teacher/Summer Semester	100,959.68	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SCOTT	CARDLE	Elementary Principal	114,215.68	220.88
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SHERMAN	DONALD MARK	System Co-Ordinator - Student Achievement	126,740.90	245.68
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SMIT	ERIN	Elementary Principal	114,853.48	217.04
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SMITH-MCKELVIE	LAURA	Secondary Principal	126,749.30	245.68
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	STEPHENSON	LAURIE	Elementary Principal	118,481.70	230.06
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	STEWARTSON	SHAUN	Secondary Teacher/Summer Semester	100,091.75	197.76
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	STEWART	JAMES	Secondary Principal	115,440.67	229.92
2015	School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	SWANSTROM	NANCY	Elementary Principal	112,401.39	180.86

2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	THOMAS	STEVEN	Elementary Principal	119,741.04	232.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	TIFFIN	TODD	Elementary Principal	118,941.12	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	VAN DE WIELE	EPIN	Elementary Principal	118,959.12	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	VANDENBOSSCHE	TRACY	Elementary Vice Principal	104,314.04	203.12
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	VERMEERSCH	WILLIAM	Elementary Principal	118,563.19	230.06
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	VLCEK	JOYCE	Elementary Principal	109,287.35	217.12
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WARNER	PHILIP	Superintendent of Education	159,617.09	309.60
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WATSON	GRAHAM	Secondary Vice Principal	113,338.92	219.92
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WETTERGREEN	CAROLE	Elementary Principal	107,062.83	216.40
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WHITE	CAROLINE	Secondary Vice Principal	107,672.16	209.12
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WIERSMA	PAUL	Secondary Principal	125,440.86	243.60
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WILBUR-SMITH	BETH	Elementary Principal	118,941.12	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WILLIAMS	BRENDA	Elementary Principal	110,341.15	217.18
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WILSON	CARLA	Elementary Principal	108,853.55	217.04
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	WOLANSKI	WAYNE	Elementary Teacher	148,273.55	120.56
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	YOUNG	BARBARA	Secondary Teacher	104,511.33	197.76
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ZONDAG	DAPHNE	Elementary Principal	118,941.12	230.16
2015 School Boards / Conseils scolaires	LAMBTON KENT DISTRICT SCHOOL BOARD	ZONDAG	DONALD	Secondary Principal	125,947.20	243.68



# The Council of Three Fires

February 11, 2016

LKDSB  
476 McNaughton Ave. E.  
Chatham, Ontario  
N7M5L7

Dear Trustees:

**Re: NBE-C and NBE-U courses**

Recently, we were made aware of a course within the Ontario Curriculum called Aboriginal Voices. We understand that this course, NBE 3E/C/U, is a Native Studies course; however, we are also aware that this course can be substituted for the compulsory English course in Grade 11. For this reason, we believe this course provides a great opportunity for our school board to address some of the key recommendations put forth by the Truth and Reconciliation Commission.

This letter is to advise the Lambton-Kent Board of Education of our First Nation's support of the NBE-C and NBE-U courses being offered as an option to grade 11 students, however, the position of the Walpole Island Board of Education is that this course should be made mandatory for all grade 11 students at the Lambton Kent District schools. The benefits outweigh any obstacles at the Lambton Kent District schools.

As you know, the TRC *Calls to Action* point to education as the key element in the process of reconciliation. We believe the students of the LKDSB have a right to and need to learn about the histories and perspectives of First Nations, Métis, and Inuit people. **For this reason, we are writing this letter as an indication of our support for the LKDSB to become active participants in the TRC Calls to Action by making this course, Aboriginal Voices, a compulsory component of the curriculum in all secondary schools.**

FNMI funds are made available to the LKDSB to improve achievement among First Nation, Métis, and Inuit students attending your schools and to close the gap between Aboriginal and non-Aboriginal students in the areas of literacy and numeracy and advancement to postsecondary studies. By implementing these courses as mandatory is demonstrating LKDSB Boards sincerity in moving in the direction of achieving the goals and funding requirements of this funding.

We know that there are many teachers within the LKDSB working hard to include First Nations, Métis, and Inuit histories and perspectives in their classrooms. We also know that there are many students who still don't learn about this part of their history. Regardless of where a student comes from, every student has a right to know our collective history. We would encourage the LKDSB to take this forward-thinking step to implement the Aboriginal Voices

(NBE 3E/C/U) course as the Grade 11 English course for all students regardless of their pathway.

We are very pleased to see the direction that LKDS Board is moving in order to support and build relationships between local communities and surrounding First Nations. Providing students another opportunity to learn about First Nations Peoples will contribute to the healing of relationships, help eliminate racism, stereotype and discrimination. Starting now, we all have an opportunity to show leadership, courage and conviction in helping heal the wounds of the past as we make a path towards a more just and fairer community.

On behalf of the Walpole Island First Nation and our children, I would like to congratulate the Lambton-Kent Board on the positive direction being taken in ensuring the needs of our children are being addressed and met. In the wake of the TRC's calls to action last June, we understand that educators are examining how they can make changes within the core of their institutions, engage more effectively with Indigenous communities and become leaders and partners in building reconciliation. By implementing this mandatory course, our students will have a head start when entering their post-secondary institution of their choice.

Only when we understand each other better, will we make progress in making this school board a better place for all students. We encourage you to take this step. Should you have any questions or require further clarifications on this matter, please contact me at either 519-628-5700.

Yours in Strength & Unity,



Chief Dan Miskokomon

cc: Chief Thomas Bressette, Chippewas of Kettle & Stony Point First Nation  
Chief Chris Plain, Aamjiwnaang First Nation  
Chief Greg Peters, Delaware First Nation