

REGULAR BOARD MEETING AGENDA
PUBLIC SESSION

TUESDAY, MARCH 26, 2019
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 of February 26, 2019 Regular Board Meetings 3
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
 - a) Proposed LKDSB Procedural By-law Changes Related to Trustee Code of Conduct Director Costello 15
Recommendation
“That the Board approve the revisions to Sections 1.11, 1.12, 11.2, 11.3, 11.6, 12.5 and 12.6 of the LKDSB Procedural By-laws related to Trustee Code of Conduct.”
 - b) Tender Award – HVAC Replacement at Lambton Kent Composite School Superintendent McKay 23
Recommendation
“That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd. For the HVAC project at Lambton Kent Composite School.”
 - c) Tender Award – Gym Floor Replacement at High Park Public School Superintendent McKay 24
Recommendation
“That the Board award the tender to the successful bidder Wellington Builders Inc. for the gym floor at High Park Public School.”
 - d) Tender Award – Heat Pump and New Roof at Colonel Cameron Public School Superintendent McKay 25
Recommendation
“That the Board award the tender to the successful bidder Elgin Contracting And Restoration Ltd. for the heat pump and new roof project at Colonel Cameron Public School.”

- e) Tender Award – HVAC Replacement and Refresh at Tecumseh Public
 Superintendent McKay 26
 Report B-19-28
- Recommendation
 “That the Board award the tender to the successful bidder TCI Titan Contracting
 Inc. for the HVAC replacement and refresh at Tecumseh Public School.”
12. Reports for Board Information
- a) Indigenous Liaison Committee Report
 Trustees Rising 27
 Report B-19-29
- b) Student Senate Report
 Student Trustees Bressette, Graham, Kukkadi
 Oral Report
- c) Ontario Public School Boards’ Association Report
 Trustee Fletcher 29
 Report B-19-30
- d) Reporting Under the Public Salary Disclosure for 2018
 Director Costello 35
 Report B-19-31
13. Correspondence
14. New Business
15. Trustee Questions
16. Notices of Motion:
17. Future Agenda Items
18. Announcements
- a) The next Regular Board Meeting will be held on Tuesday, April 9, 2019, 7:00 p.m. at the Chatham Education
 Centre.
19. Adjournment

PRESENT:

Trustees: Chair Jane Bryce, Vice-Chair Randy Campbell, Greg Agar, Janet Barnes, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, Brittany Jenkins, Lareina Rising, Derek Robertson

Staff: Director of Education Jim Costello, Superintendent of Business Brian McKay, Superintendents of Education, Angie Barrese, Gary Girardi, Ben Hazzard, Mark Sherman and Public Relations Officer Heather Hughes

Student Trustees: Autumn Bressette, Lexi Graham and Rihana Kukyadi

Regrets: Trustee Scott McKinlay and Superintendent Helen Lane

Recording Secretary: Trish Johnston, Executive Assistant and Communications Officer

Call to Order: Chair Bryce called the meeting to order at 7:00 p.m.
Chair Bryce read the Traditional Territorial Acknowledgement.

#2019-31
Approval of the Agenda
Moved by Janet Barnes, seconded by Jack Fletcher,
"That the Agenda for the Regular Board Meeting of February 26, 2019 be approved as amended with the removal of item 12.c) Ontario Public School Board's Association Report."

CARRIED.

Declaration of Conflict of Interest: None

#2019-32
Approval of the Minutes
January 15, 2019
Moved by Derek Robertson, seconded by Janet Barnes,
"That the Board approve the Minutes of the Regular Board Meeting of January 15, 2019."

CARRIED.

Business Arising: None

#2019-33
Action of the Regular
Board Private Session be
the Action of the Board
Moved by Randy Campbell, seconded Greg Agar,
"That the Action of the Board in Private Session be the Action of the Board."

CARRIED.

Presentation: Director Costello presented the Director's Snap Shots of Excellence which depicts exciting things happening in LKDSB schools across the district. Some of the items featured were Noelle's Gift Foundation donations, students applying math strategies in the classroom, Treaty Recognition Week activities, Remembrance Day celebrations, Take Our Kids to Work activities, Ontario Youth Apprenticeship Program (OYAP) Experience the Trade event, Bullying Awareness Week Activities, examples of students giving back to their communities, seasonal activities, science activities, staff professional development activities and a video of students and staff sharing their personal goals for the year.

Questions from the Public Michele Lalonge-Davey, CUPE President, commented on a discussion about possibly flying Pride flags at schools that took place during a recent LKDSB Collaborative Professionalism Meeting and questioned if the Board, like the Greater Essex County District School Board (GECDSB), would support flying the Pride flag at LKDSB schools for a week in June in support of the Ministry of Education's inclusiveness and wellness philosophy. Director Costello explained that the Collaborative Professionalism Committee is comprised of the members of Senior Administration and union presidents. They meet to discuss ways to improve culture throughout the system and other topics. He confirmed that the

GECD SB trustees passed a motion to have Pride flags flown at schools every year in June. Director Costello explained that at the LKDSB it has been a site-based school decision to fly the flag. John McGregor Secondary School flies the flag and the Principal discovered last year that federal protocol dictates that other flags cannot be flown on the same flag pole as the Canadian Flag. Most schools do not have more than one flag pole. Director Costello explained that he could provide the flags to schools and issue a memo to principals directing them to display the flag in a respectful manner that suits their school community. This could include hanging the flag inside the school.

Director Costello confirmed that the Board would need to approve revisions to the LKDSB regulation on Display of Flags, but a motion was not necessary for the Director to issue a memo to principals. The Director's memo would make displaying the flag mandatory. Student Trustee Graham commented on the flags being vandalized in other boards and suggested that the flags be displayed in secure places. Support for displaying the flag was expressed. Director Costello noted displaying the flag supports the Ministry's goal of improving student achievement and wellbeing.

#2019-34
Director's Memo regarding
Pride Flag

Moved by Derek Robertson, seconded by Jack Fletcher,

"That the Board support the Director issuing a Director's memorandum to direct schools to display the Pride flag for a week during the month of June."

CARRIED.

#2019-35
Proposed Revision to
Section 7.24 of the LKDSB
Procedural By-laws
Student Trustees
Report B-19-13

Moved by Ruth Ann Dodman, seconded Derek Robertson,

"That the Board approve the revisions to Section 7.24 of the LKDSB Procedural By-Laws."

Director Costello advised that he served Notice of Motion regarding Section 7.24 of the LKDSB Procedural By-laws at the January 15, 2019 Board Meeting. He explained that in January 2018, Trustees approved the creation of the Indigenous Student Trustee position to represent all First Nation, Métis and Inuit Students across the district. The LKDSB policy and regulations on *Student Trustees* were revised to reflect this decision. The LKDSB Procedural By-Laws need to be revised to reflect this change as well. Director Costello outlined the need to change the number of Student Trustees elected from two to three and the need to include a clause about the Indigenous Student Trustee.

The Board approves annually the appointment of three two Student Trustees from September 1 to August 31. One student will represent a public secondary school from Sarnia-Lambton, one will represent a public secondary school from Chatham-Kent and one will represent Indigenous students across the district. The Students will attend all public Board Meetings. The Student Trustees may participate in all Board deliberations and provide input except on matters involving individual staff or student issues or those which create a conflict of interest. Student Trustees may not vote on a motion or make a motion.

Chair Bryce reminded Student Trustees that they cannot cast a binding vote, but they can ask for a Recorded Vote, and have their non-binding vote recorded in the Minutes.

Student Trustee Graham asked for a recorded vote.

Recorded Vote

Non-Binding Vote

Rihana Kukkadi	Yes
Lexi Graham	Yes
Autumn Bresette	Yes

Binding Vote

Brittany Jenkins	Yes
Randy Campbell	Yes
Derek Robertson	Yes
Jane Bryce	Yes
Ruth Ann Dodman	Yes
Lareina Rising	Yes
Jack Fletcher	Yes
Greg Agar	Yes
Dave Douglas	Yes
Janet Barnes	Yes

CARRIED.

Appointment of the Student Trustees Report B-19-20

Director Costello advised that the Student Senate met at Wallaceburg District Secondary School on February 25, 2019 to elect the three Student Trustees to serve on the Board for the 2019/2020 school year. The election was conducted in accordance with the Board’s Student Trustees and Student Senate policies, regulations and administrative procedures. Candidates for the Student Trustee position submitted application packages. Aurora Bressette, from Lambton Central Collegiate & Vocational Institute, was elected to the position of Indigenous Student Trustee. Byren Newcombe, from Chatham Kent Secondary School, and Simon Harris, from Northern Collegiate Institute & Vocational Institute, were elected to the position of Student Trustee.

#2019-36 Election of Student Trustees for 2019/2020 school year

Moved by Derek Robertson, seconded by Lareina Rising,

“That the Board approve the election of Aurora Bressette, Indigenous Student Trustee and, Byren Newcombe and Simon Harris, Student Trustees, for the 2019/2020 school year.”

CARRIED.

Student Trustee Bressette confirmed that Aurora Bressette is her sister.

Policy and Regulations on Conflict of Interest – Employees, Volunteers and trustees Report B-19-21

Director Costello explained that Bill 68, *Modernizing Ontario’s Municipal Legislation Act*, includes new requirements concerning Conflict of Interest that are effective March 1, 2019. The *Municipal Conflict of Interest Act* applies to school board trustees and members of advisory committees and other committees established under the *Education Act*. The main purpose of the conflict of interest legislation is to protect the public and ensure that public officials do not benefit financially from their position of trust. Conflict of interest legislation is concerned only with pecuniary, or monetary, interests. The *Municipal Conflict of Interest Act* refers to three kinds of pecuniary interest: direct, indirect, and deemed. Director Costello provided examples. He confirmed that if there are any doubts about a possible conflict of interest, Trustees should seek legal advice.

Director Costello advised that as of March 1, 2019, Trustees are required to file a written signed statement of the conflict of interest and its general nature. He outlined the proposed policy change and the need for a new regulation. The policy has been revised to include Trustees. The regulation outlines the steps Trustees must follow regarding declaring a conflict of interest at a Board Meeting or a Board Committee Meeting. It follows the guidelines issued by the Ontario Public School Boards’ Association (OPSBA). A form has been developed to streamline the process. School boards are required to establish and maintain a registry of statements and declarations of interest. Administration will maintain the registry and make it available to the public upon request.

Director Costello advised that the LKDSB Procedural By-laws, section 11.3 needs to be revised to include a reference to the new regulation and that he would be serving a notice of motion at the end of the February 26, 2019 Board

<p>#2019-37 Policy and Regulations on <i>Conflict of Interest - Trustees</i></p>	<p>Meeting. He noted that employees and volunteers are covered by an existing Administrative Procedure. Director Costello reviewed the content of the new regulation covering Trustees. Moved by Randy Campbell, seconded by Brittany Jenkins, “That the Board approve the revised policy <i>on Conflict of Interest – Employees, Volunteers and Trustees</i> and new regulations on <i>Conflict Of Interest – Trustees.</i>”</p>
	<p>Director Costello confirmed these are the only LKDSB policies or regulations in place regarding Trustees and conflict of interest. He clarified that a Trustee participating in discussions on contract negotiations that impact their child could be considered a conflict of interest because the Trustee could influence decisions that could benefit their child financially. He reiterated, that when in doubt, Trustees should obtain a legal opinion to make an informed decision. CARRIED.</p>
<p>Special Education Advisory Committee Report Report B-19-14</p>	<p>Trustees Barnes presented the report from the January 17, 2019 Special Education Advisory Committee Meeting. SEAC members heard presentations on Fetal Alcohol Syndrome Disorder and Mental Health Supports for students with Special Education Needs. She commented on the support provided by the LKDSB Multi-disciplinary Team and referenced the classroom resources available to teachers to support student mental wellness in the classroom. She advised that SEAC had sent a letter to the Minister of Education regarding funding shortfalls for special education programs.</p>
<p>Indigenous Liaison Committee Report Report B-19-15</p>	<p>Trustee Rising reported on the Indigenous Liaison Committee (ILC) Meeting held on January 17, 2019 at Sir John Moore Community School. She shared information from the First Nation communities. Aamjiwnaang and the LKDSB Special Education Department held a successful professional development day. The Delaware Nation is in the process of recruiting a new Education Manager. Trustee Rising advised that the LKDSB Indigenous Lead, Minogiizhgad, shared information about the upcoming Youth Symposium and the steps taken by LKDSB Staff to explore the possibility of granting students credits for their involvement planning of the events. She explained that the Indigenous Graduation Coach Pilot Program is scheduled for second semester at Wallaceburg District Secondary School.</p>
<p>Parent Involvement Committee Report (PIC)</p>	<p>Director Costello reported on the Parent Involvement Committee Meeting held on February 4, 2019. He advised that Minogiizhgad, LKDSB Indigenous Lead, provided an overview on Truth and Reconciliation. He shared information about the upcoming Indigenous Youth Symposium and the fact that LKDSB staff are exploring the possibility of granting credits for the students to acknowledge their work on planning the event. PIC members provided input on the draft School Year Calendar for 2019/2020. They suggested that a PA Day be linked to a long weekend, like Thanksgiving. Director Costello outlined the PA Day requirements that limit flexibility on when they can be scheduled. PIC members had a presentation from Superintendent Hazzard on the new online Kindergarten registration process. PIC received a Ministry grant to promote parent engagement. They will be using the funds to offer two workshops - May 22 and May 23. They are exploring themes and speakers. PIC members provided some input to the Ministry as part of the Ministry’s consultation process. They also provided input on the LKDSB Technology Enriched Learning Plan.</p>
<p>Kindergarten Registration Enhancements 2019</p>	<p>Superintendent Hazzard provided an overview of the new online kindergarten registration process which works on phones and tablets as well as computers. The online process allows staff to spend more time welcoming families into the schools, building positive relationships and less time filling out paperwork at the</p>

school. School staff can print off the information once the family arrives at the school. Superintendent Hazzard provided an online demonstration. Public Relations Officer Hughes outlined the communication plan. Information was shared in newsletters, on social media, radio, and online video. Facebook, Google and YouTube ads were utilized this year as well. She shared data on views and impressions. Print material was provided in community libraries and arenas. She advised that within 24 hours of launching the online registration process approximately 100 families had used the service. Now, at the end of registration period, 661 individuals have participated in the online registration. Superintendent Hazzard confirmed that normally, about 1400 students are registered for JK. He commented that Administration is looking to expand the online registration process for all grades. Director Costello noted that this is another example of the LKDSB Belief Statement, regarding continuous improvement and innovation.

Financial Report
2018/2019 School Year
Expenditures to November
30, 2018
Report B-19-18

Superintendent McKay presented the financial expenditures for the first quarter, September 1 to November 30, 2018. This period represents about 25% of operating expenses that occur over the school year and approximately 30 - 35% of the salary and benefit portion of the instructional operating expenses that occur over a 10 to 12-month period. He stated that overall for this reporting period, the expenditure categories are tracking well against the budget with any identified variances due to timing differences in spending.

Notice of Motion

Director Costello served Notice of Motion to revise the following sections of the LKDSB Procedural By-laws:

Section 1

1.11 The Board's First Nation Partners, ~~through the Indigenous Liaison Committee~~, shall appoint the First Nation Trustee to serve on the Lambton Kent District School Board for a four-year term consistent with the term of the elected Trustees.

1.12

The Board's First Nation Partners, ~~through the Indigenous Liaison Committee~~, shall appoint a First Nation Trustee Alternate who may sit at the Board Table in the absence of the First Nation Trustee during public meetings with voting rights. ~~In the absence of the First Nation Trustee, the First Nation Trustee Alternate will be invited to attend private meetings when the matter discussed involves First Nation Students.~~ The Alternate's term will be consistent with the term of the First Nation Trustee.

Section 11

School Board Member (Trustee) Code of Conduct For The Lambton Kent District School Board including Conflict of Interest 11.3

11.1 A Trustee position is an elected position which carries with it the understanding that the electorate will decide at election time its support for the effectiveness of a Trustee. At the same time, it is important to recognize the public trust and responsibility the collective body carries and that this trust and responsibility is honoured through determining and enforcing norms of acceptable behaviour.

11.2 This Code of Conduct and the Enforcement Procedures apply to all Trustees of the Board, ~~including the Chair and Vice-Chair of the Board and Student Trustees~~. Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board. Trustees of the Board shall recognize that the expenditure of school board funds is a public trust and endeavour to see that the funds are expended efficiently, in the best interests of the students.

Trustees, as leaders of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property.

Trustees shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to Board staff or fellow Board members.

Trustees shall endeavour to participate in trustee development opportunities to enhance their ability to fulfill their obligations.

- 11.3 No Trustee shall accept a gift from any person or entity that has dealings with the Board if a reasonable person might conclude that the gift could influence the Trustee when performing his or her duties to the Board. However, this does not, for example, preclude a Trustee from accepting a free ticket or admission to a charitable event or professional development event as per Lambton Kent District School Board Hospitality policy and regulation R-BU-521.

A Trustee shall not use his or her office to advance the Trustee's interests or the interests of any family member or person or organization with whom or with which the Trustee is related or associated. **Trustees are required to declare a conflict of interest at Board Meetings or Board Committee Meetings as per the Lambton Kent District School Board regulation on Conflict of Interest for Trustees, R-OP-446.**

No Trustee shall use his or her office to obtain employment with the Board for the Trustee or a family member.

- 11.4 A Trustee of the Board shall discharge his or her duties in accordance with the *Education Act* and any regulations, directives or guidelines thereunder and comply with the *Municipal Freedom of Information and Protection of Privacy Act*, and any other relevant legislation. Every Trustee of the Board shall uphold the letter and spirit of this Code of Conduct. Every Trustee shall respect and understand the roles and duties of the individual Trustees, Board of Trustees, the Director of Education and the Chair of the Board.

- 11.5 No Trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.

A Trustee of the Board shall not advance allegations of misconduct and/or a breach of this Code of Conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another Trustee of the Board.

When expressing individual views, Trustees shall respect the differing points of view of other Trustees on the Board, staff, students and the public. Trustees shall at all times act with decorum and shall be respectful of other Trustees of the Board, staff, students and the public.

All Trustees of the Board shall endeavour to work with other Trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

- 11.6 Every Trustee shall keep confidential any information disclosed or discussed at a meeting of the Board or committee of the Board, or part of a meeting of the Board or committee of the Board, that was closed to the public, and keep confidential the substance of deliberations of a meeting closed to the public, unless required to divulge such information by law or authorized by the Board to do so.

No Trustee shall use confidential information for either personal gain or to the detriment of the Board. Trustees shall not divulge confidential information, including personal information about an identifiable individual

or information subject to solicitor-client privilege that a Trustee becomes aware of because of their position, except when required by law or authorize by the Board to do so.

- 11.7 All Trustees of the Board shall accept that authority rests with the Board, and that a Trustee has no individual authority other than that delegated by the Board. Each Trustee shall uphold the implementation of any Board resolution after it is passed by the Board. A proper motion for reconsideration or rescission, if permitted by the Board's Rules of Order, can be brought by a Trustee.

A Trustee should be able to explain the rationale for a resolution passed by the Board. A Trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution.

Each Trustee shall comply with Board policies, procedures, By-Laws, and Rules of Order.

The Chair of the Board is the spokesperson to the public on behalf of the Board, unless otherwise determined by the Board. No other Trustee shall speak on behalf of the Board unless expressly authorized by the Chair of the Board or Board to do so. When individual Trustees express their opinions in public, they must make it clear that they are not speaking on behalf of the Board.

Section 12

Enforcement Of The Code Of Conduct

- 12.1 A Trustee who has reasonable grounds to believe that a Trustee of the Board has breached the Board's Code of Conduct may bring the alleged breach to the attention of the Board. This is done through the Chair of the Board. Any allegation of a breach of Code must be brought to the attention of the Chair of the Board no later than six (6) weeks after the breach comes to the knowledge of the Trustee reporting the breach. Notwithstanding the foregoing, in no circumstances shall an inquiry into a breach of the Code be undertaken after the expiration of the six (6) months from the time the contravention is alleged to have occurred.

Any allegation of break of the Code of Conduct shall be investigated following the Informal or Formal Complaint Procedure below, as the case may be.

It is expected that whenever possible, allegations of a break of the Code of Conduct by a Trustee shall be investigated following the Informal Complaint Procedure. It is recognized that from time to time a contravention of the Code may occur that is trivial, or committed through inadvertence, or an error of judgment made in good faith. In the spirit of collegiality and the best interests of the Board, the first purpose of alerting a Trustee to a breach of the Code is to assist the Trustee in understanding their obligations under the Code. Only serious and/or reoccurring breaches of the Code by a Trustee should be investigated following the Formal Complaint Procedure.

- 12.2 The Code of Conduct applies equally to the Chair of the Board. In the case of an allegation of a breach of the Code by the Chair, wherever a process requires action by the Chair, it shall be modified to read the Vice-Chair of the Board. Each year two alternate Trustees shall be chosen by the Board to be used when the circumstance warrant that one or both Trustees are needed in place of the Chair and/or Vice- Chair of the Board to carry out any of the duties required under this Code of Conduct and Enforcement. In no circumstance shall the Trustee who brought the complaint of a

breach of the Code of Conduct be involved in conducting any Formal Inquiry into the complaint.

Nothing in this Code prevents the Chair or Presiding Officer of any meeting of the Board or committee of the Board from exercising their power pursuant to s. 207(3) of the *Education Act* to *expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting*. For greater certainty, this may be done at the sole discretion of the Chair or Presiding Officer, as the case may be, and without the necessity of a complaint or conducting an inquiry before an expulsion or exclusion from a meeting. The rationale for this provision is that a Chair or Presiding Officer must have the ability to control a meeting. Any Trustee who does not abide by a reasonable expulsion or exclusion from a meeting is deemed to have breached this Code.

The Chair of the Board or Presiding Officer of any meeting of the Board or committee of the Board shall exercise their powers in a fair and impartial manner having due regard for every Trustee's opinion or views.

The Chair of the Board or Presiding Officer shall follow the special rules of order of the Board and/or the adopted Rules of Order and meeting procedures contained in any Policy or By-Law of the Board. A breach of a rule of order should be dealt with at the meeting in question by a Trustee rising to a point of order or appealing a ruling of the Chair in accordance with any applicable rule of order. Once such a motion is dealt with by the Board of Trustees, all Trustees shall abide by that decision and no further action shall be undertaken pursuant to the *Enforcement of the Code of Conduct*, except for persistent improper use of the applicable rules of order by the Chair or Presiding Officer.

- 12.3 The Chair of the Board on their own initiative, or at the request of a Trustee of the Board (without the necessity of providing a formal written complaint) who alleges a breach of the Code has occurred, may meet informally with a Trustee of the Board who is alleged to have breached the Code, to discuss the breach. The purpose of the meeting is to bring the allegation of the breach to the attention of the Trustee and to discuss remedial measures to correct the offending behaviour. The Informal Complaint Procedure is conducted in private.

The remedial measures may include, for example, a warning, an apology, and/or the requirement of the Trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*. If the Chair of the Board and the Trustee alleged to have breached this Code cannot agree on a remedy, then a formal complaint may be brought against the Trustee alleged to have breached this Code and that complaint will be dealt with in accordance with the Formal Complaint Procedure below.

- 12.4 Trustee who has reasonable grounds to believe that another Trustee of the Board has breached the Board's Code of Conduct may bring the breach to the attention of the Board by first providing to the Chair of the Board a written, signed complaint setting out the following: (i) the name of the Trustee who is alleged to have breached the Code; (ii) the alleged breach or breaches of the Code; (iii) information as to when the breach came to the Trustee's attention; (iv) the grounds for the belief by the Trustee that a breach of the Code has occurred; and (v) the names and contact information of any witnesses to the breach or any other persons who have relevant information regarding the alleged breach. Except as provided below, if a written complaint is filed with the Chair of the Board then a formal inquiry shall be undertaken, unless the complainant

subsequently withdraws the complaint or agrees that the complaint may be dealt with in accordance with the Informal Complaint Procedure.

In an election year for Trustees, a code of conduct complaint respecting a Trustee who is seeking re-election shall not be brought during the period commencing two months prior to election day and ending after the first Board meeting after the new term of office of the Board commences. If the Trustee accused of a breach of the Code is not re-elected, no inquiry into the alleged breach of the Code by that Trustee shall be undertaken. The limitation period for bringing a complaint shall be extended as necessary.

The Chair of the Board shall provide to all Trustees of the Board a confidential copy of the complaint within ten (10) days of receiving it. The complaint, any response to the complaint and the investigation of the complaint shall be confidential until it is before the Board of Trustees for a decision as to whether or not the Trustee has breached this Code.

- 12.5 If the Chair and Vice-Chair of the Board are of the opinion that the complaint is out of time, trivial, frivolous, vexatious or not made in good faith, or that there are no grounds or insufficient grounds for a formal inquiry, ~~a formal inquiry shall not be conducted and~~ they shall prepare a confidential report **to all Trustees of the Board stating their opinion and rationale for it.** ~~reasons for not doing so shall be provided to all Trustees of the Board. The Trustee who is alleged to have breached the Code of Conduct shall not vote on the resolution. If the opinion is adopted by the Board of Trustees a formal inquiry shall not be conducted.~~

If the Chair and Vice-Chair of the Board cannot agree on the above, then a full formal inquiry shall be conducted.

If an allegation of a breach of the Code of Conduct on its face is with respect to the non-compliance with a more specific Board Policy with a separate complaint procedure, the allegation shall be processed under that procedure.

- 12.6 If a formal inquiry of an allegation of a breach of the Code of Conduct is undertaken, it shall be done by the Chair and Vice-Chair of the Board, if appropriate, or any two of the Chair, Vice-Chair and the alternate Trustees, or an outside consultant chosen by the Chair and Vice-Chair. Regardless of who undertakes the formal inquiry the following steps shall be followed.

The *Statutory Powers Procedure Act* does not apply to anything done regarding the Enforcement of this Code of Conduct. No formal trial-type hearing will be conducted.

Procedural fairness ~~and the rules of natural justice~~ shall govern the formal inquiry. The formal inquiry will be conducted in private.

The formal inquiry may involve both written and oral statements by any witnesses, the Trustee bringing the complaint and the Trustee who is alleged to have breached the Code of Conduct.

The Trustee who is alleged to have breached the Code of Conduct shall have an opportunity to respond to the allegations both in a private meeting with the person(s) undertaking the formal inquiry and in writing.

It is expected that the formal inquiry will be conducted within ~~a reasonable period of time which will depend on the circumstances of the case.~~ **90 calendar days of the receipt of the written response to the complaint. If a longer period of time is required to complete the inquiry, the reason for the extension shall be explained in the final report to the Board.** The Trustee who is alleged to have breached the Code of Conduct shall provide a written response to the allegations within 10 days of receiving the written allegation, or such extended period of the time as the investigators deem appropriate in the circumstance.

If the Trustee who is alleged to have breached the Code of Conduct refuses to participate in the formal inquiry, the formal inquiry will continue in their absence.

~~Once the formal inquiry is complete, the investigators shall provide a confidential draft copy of their report containing the findings of fact to the Trustee who is alleged to have breached the Code of Conduct and the Trustee who brought the complaint for their written comment to the investigator (s). The purpose of providing the draft report to the parties is to ensure no errors of fact are contained in it. The two Trustees shall have ten (10) days (or such reasonable period of time as deemed appropriate by the investigators) from the receipt of the draft report to provide a written response.~~

The final report shall outline the finding of facts, ~~but not contain~~ **and a** recommendation or opinion as to whether the Code of Conduct has been breached. ~~This will be determined by the Board of Trustees as a whole.~~ If the Chair and Vice-Chair of the Board when conducting the formal inquiry cannot agree on the final finding of facts, it shall be referred to an outside investigator to complete the formal inquiry.

12.7 If the investigators, when conducting the formal inquiry, discover that the subject-matter of the formal inquiry is being investigated by police, that a charge has been laid, or is being dealt with in accordance with a procedure established under another *Act*, the formal inquiry shall be suspended until the police investigation, charge or matter under another Act has been finally disposed of. This shall be reported to the rest of the Board of Trustees.

12.8 The final report shall be delivered to the Board of Trustees, and a decision by the Board of Trustees as to whether or not the Code of Conduct has been breached and the sanction, if any, for the breach shall be made as soon as practical after receipt of the final report by the Board. Trustees shall consider only the findings in the final report when voting on the decision and sanction. No Trustee shall undertake their own investigation of the matter.

If the Board of Trustees determines that there has been no breach of the Code of Conduct or that a contravention occurred, although the Trustee took all reasonable measures to prevent it, or that a contravention occurred that was trivial, or committed through inadvertence, or an error of judgment made in good faith, no sanction shall be imposed.

The determination of a breach of the Code of Conduct and the imposition of a sanction with respect to a complaint investigated in accordance with the Formal Complaint Procedure must be done by resolution of the Board at a meeting of the Board, and the vote on the resolution shall be open to the public. The resolutions shall be recorded in the minutes of the meeting. The reasons for the decision shall be recorded in the minutes of the meeting. Both resolutions shall be decided by a vote of at least 2/3 of the Trustees of the Board present and voting.

Despite s. 207 (1) of the *Education Act*, the part of the meeting of the Board during which a breach or alleged breach of the Board's Code of Conduct is considered may be closed to the public when the breach or alleged breach involves any of the matters described in clauses 207(2) (a) to (e) being:

- (a) the security of the property of the board;
- (b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian;

- (c) the acquisition or disposal of a school site;
- (d) decisions in respect of negotiations with employees of the board;
- or
- (e) litigation affecting the board.

The Trustee who is alleged to have breached the Code of Conduct shall not vote on a resolution to determine whether or not there is a breach or the imposition of a sanction. The Trustee who brought the complaint to the attention of the Board may vote on those resolutions.

The Trustee who is alleged to have breached the Code of Conduct may be present during the deliberations regarding the above but shall not participate in the deliberations and shall not be required to answer any questions at that meeting.

The Trustee who is alleged to have breached the Code of Conduct shall not in any way, after the final report is completed, influence the vote on the decision of breach or sanction.

12.9 Sanctions

If the Board determines that the Trustee has breached the Board's Code of Conduct, the Board may impose one or more of the following sanctions:

- (a) Censure of the Trustee.
- (b) Barring the Trustee from attending all or part of a meeting of the Board or a meeting of a committee of the Board.
- (c) Barring the member from sitting on one or more committees of the Board, for the period of time specified by the Board.

The Board shall not impose a sanction which is more onerous than the above but may impose one that is less onerous such as a warning or a requirement that the Trustee successfully complete specified professional development courses at the expense of the Board. The Board has no power to declare the Trustee's seat vacant.

A Trustee who is barred from attending all or part of a meeting of the Board or a meeting of a committee of the Board is not entitled to receive any materials that relate to that meeting or that part of the meeting and that are not available to members of the public.

The imposition of a sanction barring a Trustee from attending all or part of a meeting of the Board shall be deemed to be authorization for the Trustee to be absent from the meeting and therefore, not in violation of the *Education Act* regarding absences from meetings.

12.10 If the Board determines that a Trustee has breached the Board's Code of Conduct the Board shall,

- (a) give the Trustee written notice of the determination, the reasons for the decision and any sanction imposed by the Board;
- b) the notice shall inform the Trustee that he or she may make written submissions to the Board in respect of the determination or sanction by the date specified in the notice that is at least fourteen (14) days after the notice is received by the Trustee; and
- (c) consider any submissions made by the Trustee and shall confirm or revoke the determination or sanction within 14 days after the submissions are received.

If the Board revokes a determination, any sanction imposed by the Board is revoked.

If the Board confirms a determination, the Board shall, within the fourteen (14) days above, confirm, vary or revoke the sanction.

If a sanction is varied or revoked, the variation or revocation shall be deemed to be effective as of the date the original determination was made.

The Board decisions to confirm or revoke a determination or confirm, vary or revoke a sanction shall be done by resolution at a meeting of the Board and the vote on the resolution shall be open to the public. Both resolutions shall be decided by a vote of at least 2/3 of the Trustees present and voting. The resolutions shall be recorded in the minutes of the meeting together with the reasons for confirming or revoking a determination. The Board shall provide to the Trustee alleged to have breached the Code of Conduct written notice of the decision to confirm or revoke the determination together with reasons for the decision and written notice of any decision to confirm, vary or revoke a sanction. The Trustee alleged to have breached the Code of Conduct shall not vote on those resolutions. The Trustee who brought the complaint may vote. The Trustee who is alleged to have breached the Code of Conduct may be present during the deliberations regarding the above but may not participate in the deliberations and shall not be required to answer any questions at that meeting.

If appropriate, the original sanction may be stayed pending the reconsideration by the Board of the determination or sanction.

Section 13

Acknowledgement And Undertaking

- 13.1 Each Trustee will sign and confirm that they have read, understand and agree to abide by the Board's Code of Conduct and the Enforcement Procedures for the duration of their current elected term of office.

Announcements

The next Regular Board Meeting will be held on Tuesday, March 26, 2019, 7:00 p.m. at the Sarnia Education Centre. There will be a Trustee workshop on Indigenous Education prior to the next Board Meeting. The Communications Workshop has been rescheduled to April 9, 2019.

The Open House for the John N. Given Learning Centre has been moved from March 1 to March 22, 2019.

Adjournment:

8:35 p.m.

Chair of the Board

There being no further business of the Board, Chair Bryce declared the Meeting adjourned at 8:35 p.m.

Director of Education and Secretary of the Board

REGULAR BOARD, PUBLIC SESSION

REPORT TO BOARD

FROM: Jim Costello, Director of Education

DATE: March 26, 2019

SUBJECT: Proposed LKDSB Procedural By-Law Changes Related to Trustee Code of Conduct

In response to the new requirements included in Bill 68, *Modernizing Ontario's Municipal Legislation Act*, concerning Conflict of Interest, the Board revised the LKDSB policy on Conflict of Interest and implemented a new regulation for Trustees. To align the LKDSB Procedural By-laws with the changes, Director Costello served notice of motion at the February 26, 2019 Board Meeting.

The proposed changes are in red and are based on the template provided by the Ontario Public School Boards' Association (OPSBA).

SECTION 1

1.11 The Board's First Nation Partners, ~~through the Indigenous Liaison Committee~~, shall appoint the First Nation Trustee to serve on the Lambton Kent District School Board for a four-year term consistent with the term of the elected Trustees.

1.12 The Board's First Nation Partners, ~~through the Indigenous Liaison Committee~~, shall appoint a First Nation Trustee Alternate who may sit at the Board Table in the absence of the First Nation Trustee during public meetings with voting rights. ~~In the absence of the First Nation Trustee, the First Nation Trustee Alternate will be invited to attend private meetings when the matter discussed involves First Nation Students.~~ The Alternate's term will be consistent with the term of the First Nation Trustee.

SECTION 11 SCHOOL BOARD MEMBER (TRUSTEE) CODE OF CONDUCT FOR THE LAMBTON KENT DISTRICT SCHOOL BOARD

11.1 Purpose A Trustee position is an elected position which carries with it the understanding that the electorate will decide at election time its support for the effectiveness of a Trustee. At the same time, it is important to recognize the public trust and responsibility the collective body carries and that this trust and responsibility is honoured through determining and enforcing norms of acceptable behaviour.

11.2 Applications This Code of Conduct and the Enforcement Procedures apply to all Trustees of the Board, ~~including the Chair and Vice-Chair of the Board and Student Trustees~~. Trustees of the Board shall discharge their duties loyally, faithfully, impartially and in a manner that will inspire public confidence in the abilities and integrity of the Board. Trustees of the Board shall recognize that the expenditure of school board funds is a public trust and endeavour to see that the funds are expended efficiently, in the best interests of the students.

Trustees, as leaders of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property.

Trustees, as leaders of the Board, must uphold the dignity of the office and conduct themselves in a professional manner, especially when attending Board events, or while on Board property.

Trustees shall ensure that their comments are issue-based and not personal, demeaning or disparaging with regard to Board staff or fellow Board members.

Trustees shall endeavour to participate in trustee development opportunities to enhance their ability to fulfill their obligations.

11.3
Avoidance of
Personal
Advantage
and Conflict
of Interest

No Trustee shall accept a gift from any person or entity that has dealings with the Board if a reasonable person might conclude that the gift could influence the Trustee when performing his or her duties to the Board. However, this does not, for example, preclude a Trustee from accepting a free ticket or admission to a charitable event or professional development event as per Lambton Kent District School Board Hospitality policy and regulation R-BU-521.

A Trustee shall not use his or her office to advance the Trustee's interests or the interests of any family member or person or organization with whom or with which the Trustee is related or associated. **Trustees are required to declare a conflict of interest at Board Meetings or Board Committee Meetings as per the Lambton Kent District School Board regulation on Conflict of Interest for Trustees, R-OP-446.**

No Trustee shall use his or her office to obtain employment with the Board for the Trustee or a family member.

11.4
Compliance
With
Legislation

A Trustee of the Board shall discharge his or her duties in accordance with the *Education Act* and any regulations, directives or guidelines thereunder and comply with the *Municipal Freedom of Information and Protection of Privacy Act*, and any other relevant legislation. Every Trustee of the Board shall uphold the letter and spirit of this Code of Conduct. Every Trustee shall respect and understand the roles and duties of the individual Trustees, Board of Trustees, the Director of Education and the Chair of the Board.

11.5
Civil
Behaviour

No Trustee shall engage in conduct during meetings of the Board or committees of the Board, and at all other times that would discredit or compromise the integrity of the Board.

A Trustee of the Board shall not advance allegations of misconduct and/or a breach of this Code of Conduct that are trivial, frivolous, vexatious, made in bad faith or vindictive in nature against another Trustee of the Board.

When expressing individual views, Trustees shall respect the differing points of view of other Trustees on the Board, staff, students and the public.

Trustees shall at all times act with decorum and shall be respectful of other Trustees of the Board, staff, students and the public.

All Trustees of the Board shall endeavour to work with other Trustees of the Board and staff of the Board in a spirit of respect, openness, courtesy, and co-operation.

11.6
Respect for
Confidentiality

Every Trustee shall keep confidential any information disclosed or discussed at a meeting of the Board or committee of the Board, or part of a meeting of the Board or committee of the Board, that was closed to the public, and keep confidential the substance of deliberations of a meeting closed to the public, unless required to divulge such information by law or authorized by the Board to do so.

No Trustee shall use confidential information for either personal gain or to the detriment of the Board. Trustees shall not divulge confidential information, including personal information about an identifiable individual or information subject to solicitor-client privilege that a Trustee becomes aware of because of their position, except when required by law or authorize by the Board to do so.

11.7
Upholding
Decisions

All Trustees of the Board shall accept that authority rests with the Board, and that a Trustee has no individual authority other than that delegated by the Board. Each Trustee shall uphold the implementation of any Board resolution after it is passed by the Board. A proper motion for reconsideration or rescission, if permitted by the Board's Rules of Order, can be brought by a Trustee.

A Trustee should be able to explain the rationale for a resolution passed by the Board. A Trustee may respectfully state his or her position on a resolution provided it does not in any way undermine the implementation of the resolution. Each Trustee shall comply with Board policies, procedures, By-Laws, and Rules of Order.

The Chair of the Board is the spokesperson to the public on behalf of the Board, unless otherwise determined by the Board. No other Trustee shall speak on behalf of the Board unless expressly authorized by the Chair of the Board or Board **to do so**. When individual Trustees express their opinions in public, they must make it clear that they are not speaking on behalf of the Board.

SECTION 12 ENFORCEMENT OF THE CODE OF CONDUCT

12.1
Identifying a
Breach of
Code

A Trustee who has reasonable grounds to believe that a Trustee of the Board has breached the Board's Code of Conduct may bring the alleged breach to the attention of the Board. This is done through the Chair of the Board. Any allegation of a breach of Code must be brought to the attention of the Chair of the Board no later than six (6) weeks after the breach comes to the knowledge of the Trustee reporting the breach. Notwithstanding the foregoing, in no circumstances shall an inquiry into a breach of the Code be undertaken after the expiration of the six (6) months from the time the contravention is alleged to have occurred.

Any allegation of break of the Code of Conduct shall be investigated following the Informal or Formal Complaint Procedure below, as the case may be.

It is expected that whenever possible, allegations of a break of the Code of Conduct by a Trustee shall be investigated following the Informal Complaint Procedure. It is recognized that from time to time a contravention of the Code may occur that is trivial, or committed through inadvertence, or an error of judgment made in good faith. In the spirit of collegiality and the best interests of the Board, the first purpose of alerting a Trustee to a breach of the Code is to assist the Trustee in understanding their obligations under the Code. Only serious and/or reoccurring breaches of the Code by a Trustee should be investigated following the Formal Complaint Procedure.

12.2
Chair/
Presiding
Officer

The Code of Conduct applies equally to the Chair of the Board. In the case of an allegation of a breach of the Code by the Chair, wherever a process requires action by the Chair, it shall be modified to read the Vice-Chair of the Board. Each year two alternate Trustees shall be chosen by the Board to be used when the circumstance warrant that one or both Trustees are needed in place of the Chair and/or Vice-Chair of the Board to carry out any of the duties required under this Code of Conduct and Enforcement. In no circumstance shall the Trustee who brought the complaint of a breach of the Code of Conduct be involved in conducting any Formal Inquiry into the complaint.

Nothing in this Code prevents the Chair or Presiding Officer of any meeting of the Board or committee of the Board from exercising their power pursuant to s. 207(3) of the *Education Act* to *expel or exclude from any meeting any person who has been guilty of improper conduct at the meeting*. For greater certainty, this may be done at the sole discretion of the Chair or Presiding Officer, as the case may be, and without the necessity of a complaint or conducting an inquiry before

an expulsion or exclusion from a meeting. The rationale for this provision is that a Chair or Presiding Officer must have the ability to control a meeting. Any Trustee who does not abide by a reasonable expulsion or exclusion from a meeting is deemed to have breached this Code.

The Chair of the Board or Presiding Officer of any meeting of the Board or committee of the Board shall exercise their powers in a fair and impartial manner having due regard for every Trustee's opinion or views.

The Chair of the Board or Presiding Officer shall follow the special rules of order of the Board and/or the adopted Rules of Order and meeting procedures contained in any Policy or By-Law of the Board. A breach of a rule of order should be dealt with at the meeting in question by a Trustee rising to a point of order or appealing a ruling of the Chair in accordance with any applicable rule of order. Once such a motion is dealt with by the Board of Trustees, all Trustees shall abide by that decision and no further action shall be undertaken pursuant to the *Enforcement of the Code of Conduct*, except for persistent improper use of the applicable rules of order by the Chair or Presiding Officer.

**12.3
Informal
Complaint
Procedure**

The Chair of the Board on their own initiative, or at the request of a Trustee of the Board (without the necessity of providing a formal written complaint) who alleges a breach of the Code has occurred, may meet informally with a Trustee of the Board who is alleged to have breached the Code, to discuss the breach. The purpose of the meeting is to bring the allegation of the breach to the attention of the Trustee and to discuss remedial measures to correct the offending behaviour. The Informal Complaint Procedure is conducted in private.

The remedial measures may include, for example, a warning, an apology, and/or the requirement of the Trustee to engage in the successful completion of professional development training such as that offered by the Ontario Education Services Corporation *Professional Development Program for School Board Trustees*. If the Chair of the Board and the Trustee alleged to have breached this Code cannot agree on a remedy, then a formal complaint may be brought against the Trustee alleged to have breached this Code and that complaint will be dealt with in accordance with the Formal Complaint Procedure below.

**12.4
Formal
Complaint
Procedure**

Trustee who has reasonable grounds to believe that another Trustee of the Board has breached the Board's Code of Conduct may bring the breach to the attention of the Board by first providing to the Chair of the Board a written, signed complaint setting out the following: (i) the name of the Trustee who is alleged to have breached the Code; (ii) the alleged breach or breaches of the Code; (iii) information as to when the breach came to the Trustee's attention; (iv) the grounds for the belief by the Trustee that a breach of the Code has occurred; and (v) the names and contact information of any witnesses to the breach or any other persons who have relevant information regarding the alleged breach. Except as provided below, if a written complaint is filed with the Chair of the Board then a formal inquiry shall be undertaken, unless the complainant subsequently withdraws the complaint or agrees that the complaint may be dealt with in accordance with the Informal Complaint Procedure.

In an election year for Trustees, a code of conduct complaint respecting a Trustee who is seeking re-election shall not be brought during the period commencing two months prior to election day and ending after the first Board meeting after the new term of office of the Board commences. If the Trustee accused of a breach of the Code is not re-elected, no inquiry into the alleged breach of the Code by that Trustee shall be undertaken. The limitation period for bringing a complaint shall be extended as necessary.

The Chair of the Board shall provide to all Trustees of the Board a confidential copy of the complaint within ten (10) days of receiving it. The complaint, any response to the complaint and the investigation of the complaint shall be confidential until it is before the Board of Trustees for a decision as to whether or not the Trustee has breached this Code.

12.5
Refusal to
Conduct
Formal

If the Chair and Vice-Chair of the Board are of the opinion that the complaint is out of time, trivial, frivolous, vexatious or not made in good faith, or that there are no grounds or insufficient grounds for a formal inquiry, ~~a formal inquiry shall not be conducted and~~ they shall prepare a confidential report to all Trustees of the Board Inquiry stating their opinion and rationale for it. ~~reasons for not doing so shall be provided to all Trustees of the Board.~~ The Trustee who is alleged to have breached the Code of Conduct shall not vote on the resolution. If the opinion is adopted by the Board of Trustees a form inquiry shall not be conducted.

If the Chair and Vice-Chair of the Board cannot agree on the above, then a full formal inquiry shall be conducted.

If an allegation of a breach of the Code of Conduct on its face is with respect to the non-compliance with a more specific Board Policy with a separate complaint procedure, the allegation shall be processed under that procedure.

12.6
Steps of
Formal
Inquiry

If a formal inquiry of an allegation of a breach of the Code of Conduct is undertaken, it shall be done by the Chair and Vice-Chair of the Board, if appropriate, or any two of the Chair, Vice-Chair and the alternate Trustees, or an outside consultant chosen by the Chair and Vice-Chair.

Regardless of who undertakes the formal inquiry the following steps shall be followed.

The *Statutory Powers Procedure Act* does not apply to anything done regarding the Enforcement of this Code of Conduct. No formal trial-type hearing will be conducted.

Procedural fairness ~~and the rules of natural justice~~ shall govern the formal inquiry. The formal inquiry will be conducted in private.

The formal inquiry may involve both written and oral statements by any witnesses, the Trustee bringing the complaint and the Trustee who is alleged to have breached the Code of Conduct.

The Trustee who is alleged to have breached the Code of Conduct shall have an opportunity to respond to the allegations both in a private meeting with the person(s) undertaking the formal inquiry and in writing.

It is expected that the formal inquiry will be conducted within ~~a reasonable period of time which will depend on the circumstances of the case.~~ 90 calendar days of the receipt of the written response to the complaint. If a longer period of time is required to complete the inquiry, the reason for the extension shall be explained in the final report to the Board. The Trustee who is alleged to have breached the Code of Conduct shall provide a written response to the allegations within 10 days of receiving the written allegation, or such extended period of the time as the investigators deem appropriate in the circumstance.

If the Trustee who is alleged to have breached the Code of Conduct refuses to participate in the formal inquiry, the formal inquiry will continue in their absence.

~~Once the formal inquiry is complete, the investigators shall provide a confidential draft copy of their report containing the findings of fact to the Trustee who is alleged to have breached the Code of Conduct and the Trustee who brought the complaint for their written comment to the investigator (s). The purpose of providing the draft report to the parties is to ensure no errors of fact are contained in it. The two Trustees shall have ten (10) days (or such reasonable period of time as deemed appropriate by the investigators) from the receipt of the draft report to provide a written response.~~

The final report shall outline the finding of facts, ~~but not contain and a recommendation or opinion as to whether the Code of Conduct has been breached. This will be determined by the Board of Trustees as a whole.~~

If the Chair and Vice-Chair of the Board when conducting the formal inquiry cannot agree on the final finding of facts, it shall be referred to an outside investigator to complete the formal inquiry.

12.7
Suspension
Of a Formal
Inquiry

If the investigators, when conducting the formal inquiry, discover that the subject-matter of the formal inquiry is being investigated by police, that a charge has been laid, or is being dealt with in accordance with a procedure established under another *Act*, the formal inquiry shall be suspended until the police investigation, charge or matter under another Act has been finally disposed of. This shall be reported to the rest of the Board of Trustees.

12.8
Decision

The final report shall be delivered to the Board of Trustees, and a decision by the Board of Trustees as to whether or not the Code of Conduct has been breached and the sanction, if any, for the breach shall be made as soon as practical after receipt of the final report by the Board.

Trustees shall consider only the findings in the final report when voting on the decision and sanction. No Trustee shall undertake their own investigation of the matter.

If the Board of Trustees determines that there has been no breach of the Code of Conduct or that a contravention occurred, although the Trustee took all reasonable measures to prevent it, or that a contravention occurred that was trivial, or committed through inadvertence, or an error of judgment made in good faith, no sanction shall be imposed.

The determination of a breach of the Code of Conduct and the imposition of a sanction with respect to a complaint investigated in accordance with the Formal Complaint Procedure must be done by resolution of the Board at a meeting of the Board, and the vote on the resolution shall be open to the public. The resolutions shall be recorded in the minutes of the meeting. The reasons for the decision shall be recorded in the minutes of the meeting. Both resolutions shall be decided by a vote of at least 2/3 of the Trustees of the Board present and voting.

Despite s. 207 (1) of the *Education Act*, the part of the meeting of the Board during which a breach or alleged breach of the Board's Code of Conduct is considered may be closed to the public when the breach or alleged breach involves any of the matters described in clauses 207(2) (a) to (e) being:

- (a) the security of the property of the board;
- (b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian;
- (c) the acquisition or disposal of a school site;
- (d) decisions in respect of negotiations with employees of the board; or
- (e) litigation affecting the board.

The Trustee who is alleged to have breached the Code of Conduct shall not vote on a resolution to determine whether or not there is a breach or the imposition of a sanction. The Trustee who brought the complaint to the attention of the Board may vote on those resolutions.

The Trustee who is alleged to have breached the Code of Conduct may be present during the deliberations regarding the above but shall not participate in the deliberations and shall not be required to answer any questions at that meeting.

The Trustee who is alleged to have breached the Code of Conduct shall not in any way, after the final report is completed, influence the vote on the decision of breach or sanction

12.9
Sanctions

If the Board determines that the Trustee has breached the Board's Code of Conduct, the Board may impose one or more of the following sanctions:

- (a) Censure of the Trustee.
- (b) Barring the Trustee from attending all or part of a meeting of the Board or a meeting of a committee of the Board.
- (c) Barring the member from sitting on one or more committees of the Board, for the period of time specified by the Board.

The Board shall not impose a sanction which is more onerous than the above but may impose one that is less onerous such as a warning or a requirement that the Trustee successfully complete specified professional development courses at the expense of the Board. The Board has no power to declare the Trustee's seat vacant.

A Trustee who is barred from attending all or part of a meeting of the Board or a meeting of a committee of the Board is not entitled to receive any materials that relate to that meeting or that part of the meeting and that are not available to members of the public.

The imposition of a sanction barring a Trustee from attending all or part of a meeting of the Board shall be deemed to be authorization for the Trustee to be absent from the meeting and therefore, not in violation of the *Education Act* regarding absences from meetings.

12.10
Reconsideration

If the Board determines that a Trustee has breached the Board's Code of Conduct the Board shall,

- (a) give the Trustee written notice of the determination, the reasons for the decision and any sanction imposed by the Board;
- (b) the notice shall inform the Trustee that he or she may make written submissions to the Board in respect of the determination or sanction by the date specified in the notice that is at least fourteen (14) days after the notice is received by the Trustee; and
- (c) consider any submissions made by the Trustee and shall confirm or revoke the determination or sanction within 14 days after the submissions are received.

If the Board revokes a determination, any sanction imposed by the Board is revoked.

If the Board confirms a determination, the Board shall, within the fourteen (14) days above, confirm, vary or revoke the sanction.

If a sanction is varied or revoked, the variation or revocation shall be deemed to be effective as of the date the original determination was made.

The Board decisions to confirm or revoke a determination or confirm, vary or revoke a sanction shall be done by resolution at a meeting of the Board and the vote on the resolution shall be open to the public. Both resolutions shall be decided by a vote of at least 2/3 of the Trustees present and voting. The resolutions shall be recorded in the minutes of the meeting together with the reasons for confirming or revoking a determination. The Board shall provide to the Trustee alleged to have breached the Code of Conduct written notice of the decision to confirm or revoke the determination together with reasons for the decision and written notice of any decision to confirm, vary or revoke a sanction. The Trustee alleged to have breached the Code of Conduct shall not vote on those resolutions. The Trustee who brought the complaint may vote.

The Trustee who is alleged to have breached the Code of Conduct may be present during the deliberations regarding the above but may not participate in the deliberations and shall not be required to answer any questions at that meeting.

If appropriate, the original sanction may be stayed pending the reconsideration by the Board of the determination or sanction.

SECTION 13 ACKNOWLEDGEMENT AND UNDERTAKING

13.1 Each Trustee will sign and confirm that they have read, understand and agree to abide by the Board's Code of Conduct and the Enforcement Procedures for the duration of their current elected term of office.

Once approved, all Trustees will be required to sign off indicating that they have read, understand and agree to abide by the Board's Code of Conduct.

Recommendation:

"That the Board approve the revisions to the Sections 1.11, 1.12, 11.2, 11.3, 11.6, 12.5 and 12.6 of the LKDSB Procedural By-laws related to Trustee Code of Conduct."

**BOARD REPORT
REGULAR BOARD, PUBLIC SESSION**

REPORT NO: B-19-25

Memorandum To: Jim Costello, Director of Education

FROM: Brian McKay, Superintendent of Business

DATE: March 26, 2019

SUBJECT: Tender Award – HVAC Replacement – Lambton Kent Composite School

Tenders were received electronically by Sandy Huizinga of the Purchasing Department and opened on February 28, 2019 by Brian Pelletier and Don Masse of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

Tendered Base Bid: Air Handling Unit Replacement

PROJECT BIDDER	BASE BID (nic, h.s.t.)
** Elgin Contracting and Restoration Ltd., St. Thomas	696,000.
Elric Contractors of Wallaceburg Limited, Wallaceburg	706,225.
Westhoek Construction Limited, Chatham	712,081.
K&L Construction, London	738,900.
Vince Ferro Construction Ltd., Windsor	747,017.
Wellington Builders, Forest	766,000.
Aveiro Constructors Ltd., Elgin	815,492.

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	696,000.00
Design Fees	46,189.90
Net HST	16,031.31
Total Project, This Report:	758,221.21
Budget Funding:	
- School Condition Improvement	758,221.21
Total Project Budget:	\$ 758,221.21

Recommendation:

That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd. for the HVAC project at Lambton Kent Composite School.”

**BOARD REPORT
REGULAR BOARD, PUBLIC SESSION**

REPORT NO: B-19-26

Memorandum To: Jim Costello, Director of Education

FROM: Brian McKay, Superintendent of Business

DATE: March 26, 2019

SUBJECT: Tender Award – Gym Floor Replacement – High Park Public School

Tenders were received electronically by Sandy Huizinga of the Purchasing Department and opened on March 1, 2019 by Don Masse and Brian Pelletier of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

Tendered Base Bid: Remove and replace concrete slab in the gym; provide new stage curtains
Separate Price 1: Synthetic Athletic Sports Floor System – not accepted

PROJECT BIDDER	BASE BID (nic, h.s.t.)
** Wellington Builders Inc., Forest	179,300.
K&L Construction, London	222,200.
Elgin Contracting and Restoration Ltd., St. Thomas	223,000.
Maaten Construction Ltd., Sarnia	240,876.
Aveiro Constructors Ltd., Elgin	256,992.
Dixin Construction Ltd., Sarnia	279,800.
Elric Contractors of Wallaceburg Limited, Wallaceburg	308,350.74

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	179,300.00
Design Fees	17,930.00
Net HST	4,260.17
Total Project, This Report:	201,490.17
Budget Funding:	
- School Condition Improvement	201,490.17
Total Project Budget:	\$ 201,490.17

Recommendation:

That the Board award the tender to the successful bidder, Wellington Builders Inc. for the gym floor replacement at High Park Public School.”

**BOARD REPORT
REGULAR BOARD, PUBLIC SESSION**

REPORT NO: B-19-27

Memorandum To: Jim Costello, Director of Education

FROM: Brian McKay, Superintendent of Business

DATE: March 26, 2019

SUBJECT: Tender Award – Heat Pump & New Roof – Colonel Cameron Public School

Tenders were received electronically by Sandy Huizinga of the Purchasing Department and opened on March 12, 2019 by Brian Pelletier and Don Masse of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

Tendered Base Bid: Heat Pump Replacement

Separate Price 1: Roof Replacement

PROJECT BIDDER	BASE BID (nic, h.s.t.)	TOTAL BID (nic, h.s.t.)
** Elgin Contracting and Restoration Ltd., St. Thomas	619,000.	958,500.
Maaten Construction Ltd., Sarnia	604,300.	970,200.
Dixin Construction Limited, Sarnia	643,100.	974,345.
Wellington Builders, Forest	615,000.	991,000.
K&L Construction, London	619,100.	993,100.
Elric Contractors of Wallaceburg Limited, Wallaceburg	669,509.84	1,032,559.92
Aveiro Constructors Ltd., Elgin	704,992.	1,066,162.

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	958,500.00
Design Fees	56,669.37
Net HST	21,927.67
Total Project, This Report:	1,037,097.04
Budget Funding:	
- School Condition Improvement	1,037,097.04
Total Project Budget:	\$ 1,037,097.04

Recommendation:

“That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd. for the heat pump and new roof projects at Colonel Cameron Public School.”

**BOARD REPORT
REGULAR BOARD, PUBLIC SESSION**

REPORT NO: B-19-28

Memorandum To: Jim Costello, Director of Education

FROM: Brian McKay, Superintendent of Business

DATE: March 26, 2019

SUBJECT: Tender Award – HVAC Replacement & Refresh – Tecumseh P. S.

Tenders were received electronically by Sandy Huizinga of the Purchasing Department and opened on February 28, 2019 by Brian Pelletier and Don Masse of the Plant & Maintenance Department. Bid results are as follows (** indicates successful bidder):

Tendered Base Bid: Complete Interior Renovations and HVAC Replacement
Separate Price 1,2, 3 & 4: Georgian Wire Glass Replacement; Renovate Washrooms 209 & 217;
 Renovate Washroom 136; Replace Lockers and Paint Corridors

PROJECT BIDDER	BASE BID (nic, h.s.t.)	TOTAL BID (nic, h.s.t.)
** TCI Titan Contracting Inc., Windsor	1,253,550.	1,638,358.
Elgin Contracting and Restoration Ltd., St. Thomas	1,289,000.	1,760,000.
Vince Ferro Construction Ltd., Windsor	1,335,050.	1,763,464.
Intrepid General Limited, Chatham	1,354,662.41	1,806,807.86
K&L Construction, London	1,276,800.	1,820,400.
Wellington Builders, Forest	1,538,000.	1,966,000.
Elric Contractors of Wallaceburg Limited, Wallaceburg	1,629,957.01	2,012,614.09

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	1,638,358.00
Design Fees	122,876.85
Net HST	38,042.69
Total Project, This Report:	1,799,277.54
Budget Funding:	
- School Condition Improvement	1,799,277.54
Total Project Budget:	\$ 1,799,277.54

Recommendation:

“That the Board award the tender to the successful bidder, TCI Titan Contracting Inc. for the HVAC replacement and refresh at Tecumseh Public School.”

BOARD REPORT
REGULAR BOARD, PUBLIC SESSION

REPORT NO: B-19-29

FROM: Lareina Rising, Trustee

DATE: March 26, 2019

SUBJECT: Indigenous Liaison Committee Report

The February 21, 2019 meeting of the Indigenous Liaison Committee (ILC) was held at the Eenda Akehkiimund Delaware Employment and Training Centre with Trustee Lareina Rising chairing.

The Record of Action from the January 21, 2019 meeting was reviewed by members of the committee and approved.

Reports from the First Nation Communities were received:

Delaware Nation: The newly appointed Education Manager for Delaware Nation, Joelene Whiteye, noted that the Language Immersion program is going well and the participants will be able to share their learning with others. She stated that the community is partnering with the Board in a skilled trades workshop. She also mentioned information about a community workshop in April that will include resume writing, job interviews and career planning.

Walpole Island First Nation: Everett Kicknosway reported that Anna Riley was filling in for Dr. Mark Aquash who was away. He noted that the Education Service Agreement is near completion and the Reverse Tuition policy is in the development stage. Anna reported on the Immersion Language Task group and the progress being made with the Kindergarten program and Grade 1/2 classes. She did express difficulty getting resources and noted the hard work staff is doing to create materials.

Aamjiwnaang First Nation: Vicki Ware announced that two students from Aamjiwnaang traveled to the Inspire Awards ceremony this year. She also spoke about the filmmaker who has been contracted to document sugar bush activities with the Kindergarten students. Vicki noted that Aamjiwnaang Council has signed a contract with Actua for land-based learning secondary credit courses. Vicki also note that she attended the Violent Threaten Risk Assessment training and that Aamjiwnaang would like to join the community partnership. She also mentioned that the shuttle service to Lambton College and specialized programs has been expanded.

Trustee Lareina Rising reported that recently two LKDSB Board meetings were cancelled due to inclement weather. She also shared that the Board was in the process of hiring a new director due to Director Costello's impending retirement at the end of July. She explained that the four First Nations meet prior to each ILC meeting to discuss issues and concerns regarding the communities they represent. Trustee Rising mentioned that she will be bringing forward the Memorandum of Understanding which was drafted last June. She also announced that Vicki Ware from Aamjiwnaang will be the First Nation representative on the Special Education Advisory Committee (SEAC).

Administrators from Naahii Ridge Elementary School, A.A. Wright Public School, Ridgetown District High School, King George VI Public School Chatham, and Bosanquet Central Public School delivered reports on the Indigenous Education activities going on in their schools.

Superintendent Helen Lane provided an update on some of the Indigenous Education activities that are supporting Indigenous Education across the District by the Indigenous Team and the Elementary and Secondary Program Departments. Some items mentioned were the staff book club, the elementary program blog, the collaborative and student leadership project with neighboring school boards. In addition, Superintendent Lane stated that letters requesting information about school administrator profiles were sent to the four First Nations at the beginning of February and the Board welcomes written responses by the end of March for consideration in the spring staffing process.

Mental Health Lead, Katie Colameco, and System Coordinator of Safe Schools, Mark Houghton, presented information about the development of the School Climate Survey which will be open during the first week of April for input from students in Grades 4-12, staff, and parents/guardians. It was noted that the Windsor Public Health unit will analyze the data with results available by the end of June. The data is collected anonymously and is non-specific to the school unless the participants identify that in their responses.

The next ILC meeting is scheduled on April 18, 2019 at 6:00 p.m. in the Kettle and Stony Point First Nation at Hillside School.

BOARD REPORT
REGULAR BOARD, PUBLIC SESSION

REPORT NO: B-19-30

FROM: Jack Fletcher, Trustee

DATE: March 26, 2019

SUBJECT: Ontario Public School Boards' Association (OPSBA) Report from the Board of Directors Meeting February 22 to 23, 2019

The entire agenda and minutes of the OPSBA Board of Directors' Meeting was previously emailed to Trustees. The written report deals with information not in the minutes and answers to questions asked. The confidential information will be presented in a private session meeting of the Board.

Information re Labour Relations & Bargaining

- OPSBA Bargaining Model –see handout
- Individual Trustee Responsibilities –see governance (Governance documents)
- OPSBA Director Responsibilities – will receive confidential materials on bargaining issues which the Directors will be asked to vote on.
- Bargaining Tables – OPSBA is at every bargaining table.
- Explanation of the Bargaining model.
- Put names to positions
- Reference to Groups, such as Labour Relations Council, are consulted or have input into bargaining.
- Back room group. Consult with this group as needed.

Question re strike action centrally & locally.

Handled differently as individual Boards may have to strike or lock- out depending on local issues. OPSBA presented a list of items that we will be sharing with a number of parties to see what agreement we have from all the pertinent groups. The list will look a lot different by the time the dust settles. (Did not copy this list as it is confidential and could look very different when all groups have had their say.) Bill 274 was discussed as it regards the Boards inability to hire their best choice. Most items on the list are areas that have been there in earlier bargaining. This list was developed in consultation with trustees and school boards.

Item # 4 – see Agenda Materials on teaching hiring.

Item #5 – Labour Relations Symposium

4.4 Communication & Media Relations Report

- reference to Boards spending more on Special Needs than money provided.
- Reference to story re possible merger of some smaller School Boards. OPSBA responded. See their website.
- CBC, through Freedom of Information, looking for detailed information on Violent Incidences from 2011 to present. * OPSBA encouraging all Boards to standardize their reports.
- *Reference to Education Today & some of its contents. Next issue comes out week of March 4, 2019

Questions

- 1) How do we decide which items we publicly state on the OPSBA website? The response is that in this political climate OPSBA must be careful what & how it is stated publicly. Much discussion & debate occurs at the OPSBA admin level. Concerns expressed re our stance on Autism funding.
- 2) Consultation on class sizes. There is a bit of a “dance” regarding this topic as ETFO would, most likely, disagree with OPSBA’s approach.
- 3) Question re legal consultation re Violent Incidence Reports as in smaller boards maybe able to identify individuals involved.
- 4) Question re responding to comments made by government. Example re Lisa McLeod comments on autism & supposed support by schools. To date we haven’t seen any extra support.
- 5) Concerns expressed by several Directors about how & when OPSBA makes stronger statements.
- 6) On OPSBA web site have lists of trustees etc. who are on Twitter. (check with T.J. Goertz)

4.1 Education Funding4.5 Program Policy Summary DataQuestions

- 1) Re funding cuts for rural & adult education
- 2) Re indigenous_languages & funding

4.6 OPSBA – OSTA Liaison Committee – Given a blank survey to fill out re Student Trustees.

Questions: Student Trustees can suggest a motion during a meeting but cannot make a motion.

In May a best practices document will be sent out to all Boards re Student Trustees. (see survey that is being asked for us to complete)

5,1 PES Report – Reported as being very successful. Reviewed a # of photos from Conference5,2 – Financial Statements

Have a major surplus of over \$700,00 largely due to OPSBA having to take over a major conference that was scheduled for Halifax where their School Boards were disbanded.

Also, significant savings due to some streamlining of processes & procedures.

Some money back from mental health conference.

Down sized by 2 positions

Moved to online format for Education Today

Next budget should reflect what will be happening to the surplus. One item will be no increased fees for next year.

Ontario Education Services Corporation

My Questions re what they do for us and the money they owe us. At this point not costing us any money.

Answer: The law was changed re “Criminal Checks” which OESC were conducting for School Boards – as a result they owe us money

What have they done for us? Examples of their activities include Behaviour Management Strategies; Compass, etc. Original Debt was over 1 million but now down to just over \$600,000 & continuing to go down

Asked them to include answers to questions in minutes.

Questions asked re using surplus to offset costs of conferences.

6.1 – Education Program Work Team – see Agenda Materials

6.2 – Policy Work Team – see Agenda Materials

Item 7.4 – CSBA Report – see Agenda Materials

Emphasizing the action re Trustees being eliminated in a number of provinces & how we can support each other across the country. We need to stay informed & advocate for democratically elected school boards.

7.1 Regional Reports (See minutes to be sent to us later)

Correspondence – see Items 9.1 & 9

Concern expressed re Provincial Kindergarten software registration as only identify male & female identities. No concrete word as to when this will be fixed.

Encouraging us to maintain contact with our MPPs. Meeting on February 8th OPSBA & MPPs. Will receive details from OPSBA.

Ontario Public School Boards' Association
OPSBA BOARD OF DIRECTORS MEETING

Friday, February 22, 2019 - 7:00 - 9:00 p.m.

Saturday, February 23, 2019 - 9:00 a.m. - 3:00 p.m.

Sheraton Centre Toronto Hotel, Birchwood Ballroom

123 Queen St. W. Toronto ON, M5H 2M9

Note: Northern Directors - Meet in the OPSBA Boardroom, Friday from 4:00 p.m. to 6:00 p.m.

Timed Items:

Friday 7:45 to 8:45	Private Session Presentation: 2019 OPSBA Bargaining Model, Penny Mustin and Janet Edwards
Saturday 9:00 a.m.	Private Session: Item #3.1 Labour Relations update
Saturday 9:30 a.m.	Item #4.1 Finance

A G E N D A

1. CALL TO ORDER
 - 1.1 Traditional Territory Acknowledgement

2. APPROVAL OF THE AGENDA/ADOPTION OF INFORMATION ITEMS
 - 2.1 Introduction of New Business*
 - 2.2 Approval of the Agenda
 - 2.3 Declarations of Conflict of Interest
 - 2.4 Receipt of Consent Agenda/Information Items
 - a) Board of Directors Draft Minutes, December 7-8, 2018- *for approval*
 - b) Executive Council Minutes, December 7, 2018 Meeting
 - c) Executive Council Draft Minutes, January 23, 2019 Meeting
 - d) Northern Region Directors Draft Minutes, December 7, 2018
 - e) Central East Region Meeting Draft Minutes, January 26, 2019
 - f) Eastern Region Draft Minutes, January 26, 2019
 - g) Western Region Draft Minutes, January 26, 2019
 - h) Central West Region Draft Minutes, January 26, 2019
 - i) President's Report, Cathy Abraham
 - j) First Vice President's Report, Michael Barrett
 - k) Second Vice President's Report, Carol Ann Sloat
 - l) Executive Director's Report, Rusty Hick

3. PRIVATE SESSION
 - 3.1 Labour Relations (*Timed Item – Saturday at 9:00 a.m.*)

* *If the Members decide to add an item of new business, it will be considered in the designated section, #10, at the end of the agenda unless decided otherwise by the members.*

4. EMERGING & CURRENT ISSUES

- 4.1 Finance (*Timed Item cont'd – Saturday at 9:30 a.m.*)
- 4.2 Indigenous Trustees' Council Update by Director Elaine Johnston
- 4.3 Legislative and Government Relations
- 4.4 Communications and Media Relations
- 4.5 Program Policy Summary Update
- 4.6 OPSBA-OSTA Liaison Committee

5. OPSBA BUSINESS/OPERATIONAL MATTERS

- 5.1 Public Education Symposium – Summary of January 24-26, 2019 Conference
- 5.2 Draft Audited Financial Statements Year Ended August 31, 2018 – *for approval*
- 5.3 Quarterly Financial Update Year to Date, November 30, 2018

6. WORK TEAMS & COMMITTEES REPORTS

- 6.1 Education Program Work Team Minutes, January 24, 2019
- 6.2 Policy Development Work Team Minutes, January 24, 2019

7. REPORTS FROM EXTERNAL ORGANIZATIONS

- 7.1 CSBA report on February 2-3, 2019 Meeting

8. REPORTS FROM REGIONAL VICE PRESIDENTS & ENROLMENT VICE PRESIDENT (Brief verbal updates)

- 8.1 Northern – Mark Mannisto, VP/Chair
- 8.2 Western – Robert Hunking, VP/Chair
- 8.3 Eastern - David Shields, VP/Chair
- 8.4 Central West – Donna Danielli, VP/Chair
- 8.5 Central East –Angela Lloyd, VP/Chair
- 8.6 Enrolment Vice President – Jennifer Story, Toronto DSB
- 8.7 Enrolment Vice President – David Green, Peel DSB

9. CORRESPONDENCE/INFORMATION ITEMS

The following correspondence items are provided to Board of Directors for information and/or discussion.

- 9.1 Minister of Education, Lisa Thompson's December 11, 2018, letter to Cathy Abraham in response to OPSBA correspondence regarding the cancellation of the Truth and Reconciliation Curriculum Writing Sessions.
- 9.2 Minister of Education, Lisa Thompson's January 30, 2019, thank you letter via email to Cathy Abraham in response to OPSBA's December 11, 2018, letter in support of the Ontario Student Trustees' Association.

10. BOARD MEMBER ADDITIONS

Opportunity for brief information/ items of interest

11. NEXT MEETING

The next regularly scheduled Board of Directors meeting is May 3-4, 2019, at the Sheraton Centre Hotel, Toronto

12. ADJOURNMENT

Cathy Abraham,
President

W. R. (Rusty) Hick,
Executive Director

Origin: Executive Office
Date: February 22-23, 2019
ISSUE: Consent Agenda/Information Items

Background:

- 2.4 Receipt of Consent Agenda/Information Items
 - a) Board of Directors Draft Minutes, December 7-8, 2018- *for approval*
 - b) Executive Council Minutes, December 7, 2018 Meeting
 - c) Executive Council Draft Minutes, January 23, 2019 Meeting
 - d) Northern Region Directors Draft Minutes, December 7, 2018
 - e) Central East Region Meeting Draft Minutes, January 26, 2019
 - f) Eastern Region Draft Minutes, January 26, 2019
 - g) Western Region Draft Minutes, January 26, 2019
 - h) Central West Region Draft Minutes, January 26, 2019
 - i) President's Report, Cathy Abraham
 - j) First Vice President's Report, Michael Barrett
 - k) Second Vice President's Report, Carol Ann Sloat
 - l) Executive Director's Report, Rusty Hick

ACTION:

The draft minutes of the December 7-8, 2018, Board of Directors meeting is provided for confirmation by the Board.

The other consent agenda items are provided for information and receipt.

Staff Resource: OPSBA Staff

REGULAR BOARD, PUBLIC SESSION

Report To Board

FROM: Jim Costello, Director of Education

DATE: March 26, 2019

SUBJECT: Reporting Under the Public Sector Salary Disclosure Act for the 2018 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' 2018 Salaries and Benefits for the Lambton Kent District School Board filed in accordance with the Public Sector Salary Disclosure Act.

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Airey	Winston	Elementary Principal	\$ 123,916.11	\$ 190.08
Alward	Joshua	Elementary Principal	\$ 123,916.11	\$ 190.08
Anderson	Colleen	Elementary Principal	\$ 118,292.85	\$ 180.84
Anderson	Mary Lynn	Elementary System Coordinator	\$ 130,916.11	\$ 334.90
Anger	Marie	Secondary Multi-Disciplinary Teacher/Conti	\$ 103,579.73	\$ 0.00
Ardis	Marcy	Secondary Teacher	\$ 102,281.65	\$ 0.00
Arndt	Nicola	Elementary Vice Principal	\$ 107,676.64	\$ 167.88
Arthur	Derek	Secondary Teacher	\$ 101,996.40	\$ 0.00
Aubertin	Karissa	Elementary Vice Principal/Summer Literacy	\$ 118,344.73	\$ 172.02
Avery	Julie	Secondary Teacher	\$ 100,886.49	\$ 0.00
Bacik	Scott	Elementary Principal	\$ 116,802.00	\$ 180.84
Balkwill	Ann	Elementary Principal	\$ 124,730.53	\$ 191.16
Balkwill	Timothy	Elementary Principal	\$ 124,716.13	\$ 191.16
Barbeau	Christine	Secondary Teacher	\$ 103,774.63	\$ 0.00
Barrese	Angie	Superintendent of Education	\$ 185,091.75	\$ 427.92
Bedard	Ryan	Secondary Teacher	\$ 102,052.80	\$ 0.00
Bestard	Douglas	Manager of Human Resources	\$ 132,208.84	\$ 335.80
Beuckelare	Nicole	Secondary Consultant/Summer Semester/C	\$ 112,952.15	\$ 0.00
Bolohan	Kenneth	Secondary Teacher/Continuing Education	\$ 106,499.10	\$ 0.00
Booth	Tracie	Elementary Teachers Federation of Ontario	\$ 102,922.00	\$ 0.00
Bowsher	Yvette	Secondary Teacher	\$ 101,996.40	\$ 0.00
Bradshaw	Nigel	Secondary Teacher	\$ 100,599.80	\$ 0.00
Brander	April	Secondary Teacher	\$ 103,610.49	\$ 0.00
Breault	Pamela	Secondary Teacher	\$ 100,599.81	\$ 0.00
Brenders	Geoffrey	Secondary Teacher/Summer Semester	\$ 107,692.63	\$ 0.00
Brennan	James	Elementary Principal	\$ 120,675.04	\$ 185.52
Bridgeamold	Tracy	Secondary Teacher	\$ 102,938.22	\$ 0.00
Brown	Chad	Elementary Principal	\$ 120,675.04	\$ 185.52
Brown	Tawnya	Secondary Teacher	\$ 100,356.80	\$ 0.00
Bruette	Bernadette	Secondary Vice Principal	\$ 119,709.11	\$ 185.66
Budd	Natalie	Secondary Teacher	\$ 100,971.84	\$ 0.00
Burk	Heather	Secondary Teacher/Summer Semester	\$ 105,078.82	\$ 0.00

Burns	Susan	Secondary Teacher	\$ 101,996.40	\$ 0.00
Buschemeyer	Brian	Secondary Teacher/Summer Semester	\$ 106,103.21	\$ 0.00
Byatt-Millington	Karyn	Elementary Principal	\$ 123,325.05	\$ 190.08
Campbell	Joel	Secondary Teacher	\$ 101,996.40	\$ 0.00
Campbell	Joel Donald	Secondary Teacher	\$ 103,867.86	\$ 0.00
Campeau	Jayson	Secondary Vice Principal	\$ 117,132.00	\$ 181.38
Carder	Valerie	Secondary Teacher	\$ 101,506.86	\$ 0.00
Casademont	Martine	Secondary Teacher	\$ 101,161.80	\$ 0.00
Catterson	Joanna	Elementary Principal	\$ 123,916.11	\$ 190.08
Chambers	Kevin	Elementary Vice Principal	\$ 109,367.56	\$ 167.88
Chapple	Tracy	Secondary Teacher	\$ 100,944.61	\$ 0.00
Clarke	James	Secondary Consultant	\$ 100,924.33	\$ 0.00
Claxton	Jay	Secondary Teacher	\$ 101,996.40	\$ 0.00
Coates	Kelvin	Secondary Teacher	\$ 100,950.32	\$ 0.00
Coates	Marc	Secondary Vice Principal	\$ 118,314.11	\$ 181.38
Cook	Sandra	Elementary Principal	\$ 123,916.11	\$ 190.08
Cornell	William	Secondary Teacher	\$ 100,599.80	\$ 0.00
Costello	James	Director of Education	\$ 223,373.76	\$ 430.50
Crich	Ann	Secondary Teacher/Summer Semester	\$ 104,394.40	\$ 0.00
Crow	Kristen	Secondary Teacher	\$ 103,868.26	\$ 0.00
Curl	Heather	Secondary Teacher	\$ 102,038.40	\$ 0.00
Daigneault	Marcia	Secondary Teacher	\$ 100,599.80	\$ 0.00
Dath-McIlellan	Chitra	Secondary Teacher	\$ 101,996.40	\$ 0.00
Davenport	Christine	Supervisor of Psychological Services	\$ 124,974.30	\$ 316.80
Davis	Adam	Elementary Consultant Special Education	\$ 105,005.40	\$ 0.00
Day	Janine	Secondary Teacher	\$ 103,867.27	\$ 0.00
de Bakker	Brian	Secondary Teacher	\$ 100,599.80	\$ 0.00
de Schiffert	Jerome	Secondary Teacher/Summer Semester	\$ 107,499.71	\$ 0.00
Deery	Rosanna	Elementary Principal	\$ 123,916.11	\$ 190.08
Denes	Jeannette	Secondary Teacher	\$ 101,996.40	\$ 0.00
Dent	Melissa	Elementary Consultant	\$ 102,430.00	\$ 0.00
Denure	Heather	Secondary Teacher/Summer Semester	\$ 102,577.33	\$ 0.00
Denure	James	Secondary Teacher/Summer Semester	\$ 105,860.10	\$ 0.00

Deol	Harminder	Secondary Teacher	\$ 101,996.40	\$ 0.00
Dolbear	Timothy	Secondary Teacher	\$ 101,996.40	\$ 0.00
Dupuis	Susen	Secondary Teacher	\$ 101,996.40	\$ 0.00
Eldridge	Carey	Secondary Consultant/Summer Semester	\$ 110,900.68	\$ 0.00
Elson	Michael	Elementary Principal	\$ 123,918.51	\$ 190.08
Evans	Caley	Elementary Principal	\$ 116,286.10	\$ 172.20
Falla	Mary-Louise	Elementary Vice Principal	\$ 119,114.13	\$ 182.40
Ferguson	Susan	Secondary Principal	\$ 130,933.51	\$ 200.94
Finlayson	Lori	Secondary Teacher	\$ 100,699.75	\$ 0.00
Fisher	Carl-Ann	Secondary Teacher/Summer Semester/Cor	\$ 104,439.96	\$ 0.00
Fittler	Mark	Secondary Teacher/Summer Semester	\$ 102,419.82	\$ 0.00
Frayne	Edward	Secondary Teacher/Summer Semester	\$ 103,425.40	\$ 0.00
Frayne	Paul	Secondary Teacher	\$ 101,996.40	\$ 0.00
Gall	Kenneth	Secondary Teacher	\$ 101,996.40	\$ 0.00
Gallant	Pamela	Elementary Consultant	\$ 103,718.20	\$ 0.00
Gilbert	Paul	Elementary Teacher	\$ 104,311.40	\$ 0.00
Gillis	Joanne	Secondary Teacher	\$ 100,356.80	\$ 0.00
Girardi	Gary	Superintendent of Education	\$ 175,650.24	\$ 427.92
Goodal	Jennifer	Elementary Principal	\$ 122,734.00	\$ 190.08
Gordon	Cameron	Elementary Vice Principal/Summer Literacy	\$ 103,058.62	\$ 109.17
Gordon	Gregory	Secondary Teacher/Summer Semester	\$ 103,425.30	\$ 0.00
Gower	Jeremy	Secondary Vice Principal	\$ 115,170.68	\$ 176.70
Grainger	Todd	Secondary Teacher/Summer Semester	\$ 106,103.11	\$ 0.00
Griffiths	Craig	Secondary Teacher/Continuing Education	\$ 108,491.19	\$ 0.00
Hall	Sarah	Elementary Teachers Federation of Ontario	\$ 102,922.00	\$ 0.00
Hamlin	Leona	Elementary Principal	\$ 123,916.11	\$ 190.08
Harris-Warner	Wendy	Secondary Teacher	\$ 101,996.40	\$ 0.00
Harwood	Brian	Secondary Teacher	\$ 101,996.40	\$ 0.00
Harwood	Daniel	Secondary Teacher	\$ 101,996.40	\$ 0.00
Hayward	Richard	Elementary Principal	\$ 123,916.11	\$ 190.08
Hazard	Benjamin	Superintendent of Education	\$ 154,374.23	\$ 190.08
Helmer-Johnston	Denise	Secondary Special Project Teacher	\$ 102,430.00	\$ 0.00
Henderson	Kerry	Secondary Teacher/Summer Semester	\$ 103,425.30	\$ 0.00

Hines	Gregory	Secondary Teacher/Summer Semester	\$ 105,167.36	\$ 0.00
Hodgson	Byron	Elementary Principal	\$ 123,916.11	\$ 190.08
Houghton	Mark	Elementary Principal	\$ 123,916.11	\$ 190.08
Hughes	John	Secondary Teacher	\$ 103,867.02	\$ 0.00
Hunt	Mark	Secondary Principal	\$ 131,716.13	\$ 201.96
Hunt	Murray	Secondary Principal	\$ 130,916.11	\$ 200.94
Iacobelli	Christina	Secondary Teacher	\$ 102,748.37	\$ 0.00
Jackson	Christina	Secondary Teacher	\$ 101,996.40	\$ 0.00
Jeffrey	Nathan	Secondary Vice Principal	\$ 116,947.04	\$ 176.70
Jones	Christopher	Secondary Teacher	\$ 101,996.40	\$ 0.00
Kaija	Peter	Secondary Teacher	\$ 100,417.00	\$ 0.00
Keane	James	Secondary Principal	\$ 128,735.99	\$ 195.78
Kerby	Kevin	Secondary Teacher/Summer Semester	\$ 103,425.30	\$ 0.00
Kistulinec	Peter	Secondary Teacher	\$ 100,599.80	\$ 0.00
Kominek	Derek	Secondary Teacher	\$ 102,471.16	\$ 0.00
Kuhn	Joseph	Secondary Teacher/Summer Semester	\$ 105,297.14	\$ 0.00
Kumpf	Jennifer	President, Ontario Secondary School Teact	\$ 106,869.64	\$ 0.00
Lakey	Adam	Secondary Teacher/Summer Semester	\$ 105,296.87	\$ 0.00
Lambkin	Christopher	Elementary Vice Principal	\$ 112,230.09	\$ 172.02
Lane	Helen	Superintendent of Education	\$ 175,650.24	\$ 427.92
Lawton	Benjamin	Secondary Principal	\$ 128,750.39	\$ 195.78
LeBoeuf	Thomas	Manager of Facility Operations	\$ 122,853.16	\$ 309.20
Leidl	Timothy	Secondary Teacher	\$ 101,151.86	\$ 0.00
Lessard	Taryn	Elementary Principal	\$ 101,150.37	\$ 0.00
Lesy	Sharon	Secondary Teacher	\$ 101,996.40	\$ 0.00
Leystra	Rhonda	Secondary Principal	\$ 128,735.99	\$ 195.78
Liddicoat	Laurel	Elementary Teachers Federation of Ontario	\$ 107,422.00	\$ 0.00
Logan	Karen	Secondary Teacher/Summer Semester	\$ 102,279.75	\$ 0.00
Lopetrone	Teresa	Elementary Teacher/Summer Literacy	\$ 102,672.41	\$ 0.00
Lounsbury	Daphne	Superintendent of Education	\$ 167,946.27	\$ 427.92
Lozon	Kylie	Secondary Teacher	\$ 102,936.36	\$ 0.00
Lynch	Stephen	Vice President, Ontario Secondary School T	\$ 101,511.63	\$ 0.00
MacDonald	Lisa	Elementary Principal	\$ 123,916.11	\$ 190.08

MacLachlan	Robert	Secondary Teacher/Continuing Education	\$ 103,325.24	\$ 0.00
Maitland	Barry	Secondary Teacher/Summer Semester	\$ 103,425.40	\$ 0.00
Majeski	Marnie	Secondary Teacher	\$ 102,936.36	\$ 0.00
Mancini	Mary	Secondary System Coordinator Student Acl	\$ 134,791.22	\$ 334.90
Marentette	Norman	Secondary Teacher	\$ 100,599.80	\$ 0.00
Martin	Trevor	Secondary Consultant	\$ 102,658.71	\$ 0.00
Martsch-litt	Shelley	Elementary Principal	\$ 106,681.46	\$ 163.74
Marvell	Christopher	Manager of Information Technology	\$ 124,974.30	\$ 316.80
Maryschak	Danielle	Elementary Principal	\$ 123,916.11	\$ 190.08
Masterson	Christopher	Site Supervisor	\$ 140,592.52	\$ 0.00
McAuley	Scott	Secondary Teacher	\$ 101,996.40	\$ 0.00
McBain	Brian	Secondary Consultant/Summer Semester	\$ 111,093.46	\$ 0.00
McDonald	Michael	Secondary Vice Principal	\$ 118,314.19	\$ 181.38
McFarland	Heather	Elementary Vice Principal	\$ 111,227.08	\$ 172.02
McGrail	Michael	Secondary Teacher	\$ 100,599.80	\$ 0.00
McGregor	Meighen	Secondary Teacher	\$ 101,996.40	\$ 0.00
McKay	Brian	Superintendent of Business	\$ 181,057.61	\$ 427.92
McKay	Jessica	Secondary Teacher	\$ 103,868.26	\$ 0.00
McLean	Andrew	Secondary Teacher	\$ 100,434.35	\$ 0.00
McLean	Joy	Elementary Principal	\$ 123,916.11	\$ 190.08
McMullin	Natalie	Secondary Teacher/Summer Semester	\$ 101,693.76	\$ 0.00
McQueen	Stephanie	Secondary Consultant	\$ 102,149.00	\$ 0.00
Meston	Dennis	Secondary Consultant/Summer Semester	\$ 107,933.30	\$ 0.00
Millard	Michelle	Secondary Teacher	\$ 101,996.42	\$ 0.00
Miller	Lee	Elementary Principal	\$ 123,916.11	\$ 190.08
Moore	Christopher	System Coordinator Elementary Special Ed	\$ 125,118.95	\$ 190.08
Morrison	Janice	Elementary Principal	\$ 123,916.11	\$ 190.08
Morton	James	System Coordinator - Alternative/Continuing	\$ 131,716.13	\$ 336.60
Moule	Angela	Elementary Consultant Special Education	\$ 105,005.40	\$ 0.00
Movrich	Amanda	Secondary Teacher	\$ 103,397.02	\$ 0.00
Moynihan	Thomas	Secondary Teacher	\$ 101,996.40	\$ 0.00
Myers	Katherine	Elementary Principal	\$ 111,227.00	\$ 172.02
Myers	Ryan	Elementary Principal	\$ 117,701.80	\$ 180.84

Natvik	Elsa	Secondary Principal	\$ 128,144.93	\$ 195.78
Naylor	Linda	Secondary Teacher	\$ 100,356.80	\$ 0.00
Nemcek	Gregory	Secondary Principa/Summer Semester	\$ 137,970.31	\$ 129.12
Nienhuis	Nicholas	Secondary Teacher/Summer Semester	\$ 105,297.14	\$ 0.00
Noel	Mary	Elementary Principal	\$ 123,916.11	\$ 190.08
Norris	Thomas	Secondary Teacher/Summer Semester	\$ 102,536.83	\$ 0.00
Osborne	Kathleen	Secondary Teacher	\$ 100,599.80	\$ 0.00
Page	Thomas	Secondary Teacher	\$ 101,044.51	\$ 0.00
Park	Jody	Secondary Teacher	\$ 101,996.40	\$ 0.00
Parkes	David	Secondary Teacher	\$ 102,295.40	\$ 0.00
Parnham	Andrew	Elementary Principal	\$ 123,916.11	\$ 190.08
Patchett	Sean	Secondary Teacher	\$ 100,599.80	\$ 0.00
Patterson	Mary Anne	Elementary Principal	\$ 123,916.11	\$ 190.08
Pearson	Devin	Secondary Teacher	\$ 100,356.80	\$ 0.00
Pecora	Robert	Secondary Teacher	\$ 101,741.32	\$ 0.00
Penney	Darlene	Elementary Principal	\$ 123,916.11	\$ 190.08
Pereira	Tracy	Elementary Principal	\$ 120,675.04	\$ 185.52
Perkins	Sandra	System Coordinator - Special Education	\$ 130,916.11	\$ 334.90
Petemel	Michael	Secondary Teacher	\$ 100,599.80	\$ 0.00
Petrus	Michael	Secondary Teacher	\$ 100,758.46	\$ 0.00
Petrus	Tara	Secondary Teacher	\$ 103,857.97	\$ 0.00
Pettipiece	Jason	Secondary Teacher	\$ 102,038.40	\$ 0.00
Pettipiece	Tara	Secondary Teacher	\$ 101,996.40	\$ 0.00
Rakuc	Krzysztof	Elementary Vice Principal	\$ 109,367.48	\$ 167.88
Rankin	Jennifer	Secondary Consultant	\$ 100,047.93	\$ 0.00
Regan	Laurie	Secondary Teacher	\$ 101,996.40	\$ 0.00
Regan	Timothy	Secondary Teacher/Summer Semester	\$ 107,589.10	\$ 0.00
Richardson	Sheila	Elementary Consultant Special Education	\$ 102,657.60	\$ 0.00
Rizzetto	Lucy	Elementary Principal	\$ 123,726.87	\$ 190.08
Rodriguez	Sandra	Secondary Teacher	\$ 100,599.80	\$ 0.00
Ryan	Richard	Secondary Teacher	\$ 100,599.80	\$ 0.00
Sabatini	Anita	Elementary Principal	\$ 123,916.11	\$ 190.08
Sabourin	Laura	Secondary Teacher/Summer Semester	\$ 103,425.40	\$ 0.00

Sanders	Wayne	Secondary Teacher	\$ 101,996.40	\$ 0.00
Savo	Corin	Elementary Teacher	\$ 100,841.62	\$ 0.00
Schalk	Adrianus	Secondary Teacher/Summer Semester	\$ 103,425.30	\$ 0.00
Scheibli	Michael	Manager of Plant and Maintenance	\$ 124,974.44	\$ 316.80
Schinkelshoek	Nancy	Secondary Teacher	\$ 100,059.01	\$ 0.00
Schleihauf	Christopher	Secondary Teacher/Summer Semester	\$ 103,425.40	\$ 0.00
Schneider-Dolbear	Marta	Secondary Teacher	\$ 102,471.45	\$ 0.00
Scott	Carole	Elementary Principal	\$ 123,916.11	\$ 190.08
Scott	Mark	Secondary Teacher	\$ 101,996.40	\$ 0.00
Scott Hillier	Sandra	Manager of Financial Services	\$ 121,397.69	\$ 309.20
Shaw	Allan	Secondary Teacher	\$ 101,875.44	\$ 0.00
Shea	Rebecca	Elementary Vice Principal/Summer Literacy	\$ 112,681.42	\$ 163.74
Sheeler	Gregory	Secondary Teacher/Summer Semester	\$ 103,393.70	\$ 0.00
Sherman	Donald Mark	Superintendent of Education	\$ 182,239.72	\$ 427.92
Siebert	Sheldon	Secondary Teacher	\$ 101,996.40	\$ 0.00
Skipper	Jessica	Secondary Teacher	\$ 101,996.40	\$ 0.00
Smit	Erin	Elementary Principal	\$ 123,916.11	\$ 190.08
Smith	Carrielyn	Elementary Principal	\$ 117,701.80	\$ 180.84
Sonneveld-Wright	Wilma	Elementary Principal	\$ 129,316.05	\$ 336.60
Spadafora	Giovanni	Secondary Teacher/Summer Semester	\$ 109,371.68	\$ 0.00
Stenton	Derek	Secondary Vice Principal/Summer Semeste	\$ 125,068.76	\$ 181.38
Stephenson	Laurie	Elementary Principal	\$ 123,916.11	\$ 190.08
Stephenson	Stephen	Secondary Teacher/Summer Semester	\$ 105,584.81	\$ 0.00
Stewardson	Shaun	Secondary Teacher/Summer Semester	\$ 105,521.16	\$ 0.00
Stewart	James	Secondary Principal	\$ 119,727.56	\$ 200.94
Stokes	Deeanna	Elementary Vice Principal/Summer Literacy	\$ 115,367.48	\$ 167.88
Sztrolovics	Robert	Secondary Teacher/Summer Semester/Cor	\$ 105,988.15	\$ 0.00
Thomas	Heather	Secondary Teacher	\$ 103,868.16	\$ 0.00
Thomas	Steven	Elementary Principal	\$ 124,730.53	\$ 191.16
Touzin	Heather	Secondary Consultant Special Education	\$ 102,178.06	\$ 0.00
Townsend	Elizabeth	Elementary Principal	\$ 121,606.36	\$ 185.52
Tsapralis	Evaggelia	Secondary Teacher	\$ 104,025.31	\$ 0.00
Valade	Lisa	Elementary Consultant Special Education	\$ 105,005.40	\$ 0.00

Van De Wiele	Erin	Elementary Principal	\$ 123,950.31	\$ 190.08
Van Eerd	Thomas	Secondary Teacher	\$ 100,599.80	\$ 0.00
Vandenberg	Ryan	Secondary Teacher	\$ 104,617.26	\$ 0.00
VanDenBossche	Tracy	Elementary Principal	\$ 121,266.09	\$ 185.52
Vander Pol	Heather	Elementary Principal	\$ 120,675.04	\$ 185.52
Victor	Brandi	Secondary Teacher	\$ 100,017.61	\$ 0.00
Vienneau	Diane	Secondary Teacher	\$ 100,599.80	\$ 0.00
Vicek	Joyce	Elementary Principal	\$ 123,916.11	\$ 190.08
Volland	Valerie	Elementary Teacher	\$ 100,616.00	\$ 0.00
Ward	Sheila	Elementary Teacher	\$ 100,386.40	\$ 0.00
Warner	Phillip	Superintendent of Education	\$ 184,547.61	\$ 427.92
Watson	Graham	Secondary Vice Principal	\$ 118,314.11	\$ 181.38
Weber	Tracy	Continuing Education	\$ 103,110.63	\$ 0.00
Wettergreen	Carole	Elementary Principal	\$ 122,734.00	\$ 190.08
White	Caroline	Secondary Vice Principal	\$ 117,132.00	\$ 181.38
Wiersma	Paul	Secondary Principal	\$ 130,930.51	\$ 200.94
Wilbur-Smith	Beth	Elementary Principal	\$ 123,916.11	\$ 190.08
Wild	Tara	Elementary Vice Principal	\$ 109,367.56	\$ 167.88
Wilkinson	Coreen	Secondary Teacher	\$ 100,599.80	\$ 0.00
Willemse	Adam	Secondary Teacher	\$ 103,246.77	\$ 0.00
Wilson	Carla	Elementary Principal	\$ 123,916.11	\$ 190.08
Wilson	Kristyn	Secondary Teacher	\$ 103,122.69	\$ 0.00
Wranich	Janice	Secondary Consultant	\$ 102,430.00	\$ 0.00
Wright	Kerri Lynn	Elementary Student Support Teacher/Sumr	\$ 103,175.15	\$ 0.00
Young	Michael	Secondary Teacher	\$ 102,888.98	\$ 0.00
Zondag	Daphne	Elementary Principal	\$ 123,916.11	\$ 190.08
Zondag	Donald	Secondary Principal	\$ 130,916.11	\$ 200.94