

REGULAR BOARD MEETING AGENDA  
PUBLIC SESSION

TUESDAY, APRIL 14, 2020  
7:00 p.m.

**A**

**Via Teleconference**

By order of the Ontario Minister of Education, all public schools are closed from March 14th through to May 1st in response to the emergence of COVID-19. This includes the Education Centres. The Ministry of Education and the Government of Ontario has introduced new legislation allowing for Board Meetings to occur electronically. Regulation 463/97 was amended by Regulation 42/20, and removes the requirement for any persons to be physically present at electronic meetings if all schools have been closed by the Minister, the Medical Officer of Health or Cabinet.

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19. Announcements		
a) The next Regular Board Meeting will be held on Tuesday, April 28, 2020 7:00 p.m. electronically.		
20. Adjournment		

## *In Memoriam*

### *Carter Brissette*

Carter Brissette passed away March 21, 2020.

He is survived by his parents Melanie and Jesse and brother Denver.

Carter was a student at Great Lakes Secondary School.

Staff, students and all who knew Carter will miss him.

## *In Memoriam*

### **Carol-Lee Halcovitch**

Carol-Lee passed away on March 20, 2020.

She was an elementary teacher at High Park Public School in Sarnia.

Carol-Lee is survived by her son Morgan

Staff, students and all who knew Carol-Lee will miss her.

PRESENT:

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

Staff: Director of Education John Howitt, Superintendent of Business Brian McKay  
Superintendents of Education Angie Barrese, Ben Hazzard, Mark Sherman and  
Public Relations Officer Heather Hughes

Student Trustees: Aurora Bressette, Simon Harris (via teleconference) and Byren Newcombe

Excused: Trustee Scott McKinlay

Regrets: Superintendents of Education Gary Girardi, Helen Lane and Mary Mancini

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.

#2020-43  
Approval of the Agenda Moved by Derek Robertson, seconded by Brittany Jenkins,  
"That the Agenda for the Regular Board Meeting of February 25, 2020 be approved."  
CARRIED.

Declaration of Conflict of Interest None

#2020-44  
Approval of the Minutes Feb/11/2020 Moved by Ruth Ann Dodman, seconded by Greg Agar,  
"That the Board approve the Minutes of the Regular Board Meeting of February 11, 2020."  
CARRIED.

Business Arising None

#2020-45  
Action of the Regular Board Private Session be the Action of the Board Moved by Randy Campbell, seconded by Lareina Rising,  
"That the Action of the Board in Private Session be the Action of the Board."  
CARRIED.

Presentations: None

Delegations: None

Questions from the Public Chair Bryce referenced the sections in the LKDSB Procedural By-laws regarding Questions from the Public during Board Meetings.

- 3.16 ..... persons or groups may pose questions to the Board in accordance with the following procedure:
- a) the questioner shall submit the question either orally or in writing to the Chair of the Board;
  - b) the Chair or his/her designate shall answer the question if the information is immediately available or send a written reply following the meeting; and
  - c) the questioner may ask a follow-up question for clarification.
- 3.17 The Board may limit the number of questioners as it sees fit.

Carol-Lee Halcovitch, ETFO representative, referred to letters that other public school boards had sent to the Minister and asked if they would hear a motion from the Board directing the Board to write a letter to the Minister to support public education.

Chair Bryce advised that on May 15, 2019 the LKDSB sent a letter to the Minister of Education with copies to the Premier, Deputy Minister of Education, the Ontario Public School Boards' Association (OPSBA), the three local MPPs and the LKDSB Trustees. She stated that the letter speaks about the impact the proposed funding cuts would have on the LKDSB, noting the impact on rural schools with small populations and larger urban schools. The letter noted the need for all communities to have access to highspeed internet and the opportunities extracurricular activities provide for students. The LKDSB has advocated for students and staff.

Chair Bryce also shared that LKDSB Administration wrote to the Deputy Minister and provided information on the negative impacts the funding changes would have on the LKDSB. The impact of the projected reduction in elementary staffing, secondary staffing and central staffing was shared and the concerns about secondary program.

In response to Carol-Lee Halcovitch's follow up question, it was confirmed that the LKDSB did not receive a letter of response.

Debi Arseneau, CUPE representative, asked if it was possible to make decisions about weather related school closures earlier in the morning. Chair Bryce explained that decisions are made as early as possible based on weather and road conditions. Director Howitt advised that there are three types of cancellations – cancellation of buses with schools remaining open, schools closed to students but open for staff and a system closure. He indicated that the information needed to make informed decisions about bus cancellations and/or school closures is not usually available any earlier in the morning. Decisions are made as soon as all the information is available.

Appointment of the Student Trustees for the 2020/2021 School Year Report B-20-23

Director Howitt advised that the Student Senate met at Wallaceburg District Secondary School on February 24, 2020 and elected the three Student Trustees to serve on the Board for the 2020/2021 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. Each candidate delivered a brief presentation to the Student Senate outlining their interest in the position and following the presentation had an opportunity to respond to questions from the committee members.

Director Howitt announced that Aurora Bressette, from Lambton Central Collegiate & Vocational Institute, was acclaimed to the position of Indigenous Student Trustee. He advised that William Locke from John McGregor Secondary School, and Lucia Schultz-Allison, from Northern Collegiate Institute & Vocational Institute, were elected to the position of Student Trustee.

#2020-46  
Election of Student Trustees for the 2020/2021 School Year

Moved by Lareina Rising, seconded by Ruth Ann Dodman,

“That the Board approve the election of Aurora Bressette, Indigenous Student Trustee and, William Locke and Lucia Schultz-Allison Student Trustees, for the 2020/2021 school year.”

Director Howitt confirmed that the elections are conducted during a Student Senate Meeting with just the members of the Student Senate in the room. Chair Bryce congratulated Student Trustee Bressette for being acclaimed for the 2020/2021 school year.

CARRIED.

#2020-47  
Tender Award – GLSS Roof Restoration Report B-20-24

Moved by Greg Agar, seconded by Jack Fletcher,

“That the Board award the tender to the successful bidder, Bullock & Sons Roofing for Great Lakes Secondary School Roof Restoration in roof areas E, E1 and F5.”

Superintendent McKay reported on the tender opening for the roof restoration project at Great Lakes Secondary School (GLSS). The project cost of \$496,909.65 will be covered by the School Condition Improvement funds. He explained that this is the first time the LKDSB is using this type of roofing technology. It involves pouring a product into the roof membranes for about half the cost. It will be used on the north west section of the building. Superintendent McKay confirmed that the LKDSB is not the first company to use this product. The company has experience with the new technology. Superintendent McKay explained the components of the design fees and confirmed that an Architect would be on site during the project.

CARRIED.

#### Student Senate Report

Student Trustee Bressette reported on the Student Senate Meeting held on February 24, 2020. In addition to the Student Trustee elections, Student Senators discussed plans for sharing information regarding the School Climate Survey and mental health supports. The project is coming along well. The members of the Student Senate received booklets on mental health to share with their Principals. The next meeting is on March 9, 2020 to talk about the project further.

#### Director of Education's Entry Plan

Director Howitt explained that his Entry Plan began in August 2019. He outlined his Entry Plan goals: understand the LKDSB context through visits, questioning and listening to the voices of its community; learn about LKDSB processes and structures; establish rapport and trust; understand strategic directions and what they look like in action; become aware of current challenges; model open, transparent and candid conversation; familiarize staff and community with who he is and how he leads; and determine expectations for him as Director of Education.

He shared the guiding questions he asked of the individuals/groups he met with. He met with Trustees, Student Trustees, Superintendents, Managers, Supervisors, the Four First Nation Chiefs and/or Education Officers, local Members of Provincial Parliament, Mayor and Chief Administrative Officers of Sarnia and the Municipality of Chatham-Kent, local Union Presidents, Principals and Vice-Principals. He also sent an email out to all staff inviting feedback and visited all LKDSB schools and Adult Learning Centres.

Director Howitt summarized the information he received through his consultations and grouped it into themes:

- Student Focused
- Staff
- Innovative
- First Nation awareness/respect/focus/initiatives
- Community
- Governance
- Inclusive

He expanded on his findings under each theme.

He noted that everyone is focused on students, regardless of their role in the LKDSB.

Director Howitt summarized the challenges he heard into themes:

- Accommodations & Enrolment
- Meeting student needs
  - Indigenous / Exceptional Pupils / High needs
  - All learners
- Financial pressures
- North / South

- Succession Planning

He expanded on his findings under each theme.

He commented that the north south issue is not evident in the Board Offices or during Board Meetings. Trustees and Senior Administration focus on all students. He noted that the divide is more evident further out from the Board Offices. Some practices date back to pre-amalgamation and may need to be reconsidered.

He outlined the priorities identified:

- Reduce excess space
- Retain students and reverse declining enrolment
- Focus on students
- Innovate
- Relationships / Morale
  - First Nation
  - Staff
  - Community

Director Howitt commented on what he learned were the expectations of him as Director of Education:

- Celebrate the good work of the LKDSB
- Open door / Accessible
- Innovate & solution based
- Stay attuned to Provincial trends
- Open communication and be visible
- Focus on learning / academics
- Honesty

Director Howitt shared his reflections:

- Extreme pride
- Welcoming
- Giving back is a norm
- Learning is visible - student and staff
- We will need to be intentional in addressing the north/south issues
- Diversity is an area we need to learn and understand better
- Partnerships are working
- Very strong senior team and Director's office staff who champion our work and are passionate about our students
- "You are going to love it here..." – and I do!

He noted that there is a narrow definition of diversity and inclusion that needs to be expanded and provided an example.

Director Howitt outlined next steps which include communicating back to the community, developing the LKDSB Strategic Plan (priorities and developing and implementing operational goals) and monitoring the success towards the operational goals. He shared that the LKDSB Vision was clear and evident everywhere and that everyone was living the LKDSB Mission. He saw evidence of adults supporting students.

In response to Student Trustee Newcombe's question about Classrooms of the Future, Director Howitt explained that implementation started two years ago, and four secondary schools have been equipped. These are collaborative spaces arranged in small group learning areas with access to technology. Plans are in place to expand to five more secondary schools.

In response to Student Trustee Newcombe's question about the time frame for eliminating the north and south divide, Director Howitt advised that the first step was to identify it and name it and start working towards addressing. Discussions

have started at the Senior table. Staff need to question if it is necessary to still have representatives from the north and south or to maintain the wording in all situations. The two Board Offices contribute to the problem but building an office in a central spot or relocating to a centrally located school is not an option.

Trustee Robertson thanked Director Howitt for his presentation and noted it was helpful for first term Trustees. He commented on the north south piece and diversity and suggested that examples be provided to Trustees at the Strategic Planning session to help guide discussions.

Chair Bryce commented that Trustees are elected from different regions of the district and Student Trustees are elected from areas/regions of the district (north/south) to ensure fair student representation of the district.

Trustees thanked Director Howitt for his Entry Plan Report.

Financial Expenditures  
2019/2020 School Year to  
November 30, 2019

Superintendent McKay presented the summary of the financial expenditures for the period September 1 to November 30, 2019. For this reporting period the expenditure categories are tracking well against the budget with any identified variances due to timing differences in spending. He noted that last year the snow removal account was over budget and this year it is the grass cutting account. Superintendent McKay noted that school generated funds are showing on the financial report for the first time.

Trustee Question

Trustee Robertson referred to the question from the public regarding the LKDSB letter to the Minister and the lack of a response.

#2020-48  
Board to send another  
letter to the Minister re  
concerns with funding  
changes

Move by Derek Robertson, seconded by Jack Fletcher,

“That the LKDSB send a similar piece of correspondence to the Minister of Education that expresses the LKDSB concerns in a manner similar to the May 19, 2019 correspondence and ask for a response.”

CARRIED

Announcements

Trustee Fletcher announced that the OPSBA documents Teacher Supply and Demand Report and Education Labour Relations and Human Resources Symposium April 2020 would be shared with Trustees via email. He advised that he would be providing an electronic report as well on the OPSBA Board of Directors Meeting.

Trustee Fletcher reminded Trustees of the OPSBA Regional Meeting scheduled for March 28, 2020. The LKDSB is hosting Trustees from Avon Maitland, Bluewater, Greater Essex County and Thames Valley District School Boards as well as the John McGivney Children’s School Authority. The meeting will be held at Tecumseh Public School in Chatham. He encouraged Trustees and Student Trustees to attend.

The next Regular Board Meeting will be held on Tuesday, March 24, 2020, 7:00 p.m. at the Sarnia Education Centre.

The Trustee Strategic Planning session is scheduled for March 6, 2020 beginning at 8:30 am. Director Howitt advised that information would be sent to Trustees to review prior to the event as well as a copy of the Director’s Entry Plan.

Adjournment  
8:12 p.m.

There being no further business of the Board, Chair Bryce declared the Meeting adjourned at 8:12 p.m.

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

REPORT NO: B-20-26

**Memorandum To: John Howitt, Director of Education**

**FROM: Ben Hazzard, Superintendent of Student Achievement Elementary**

**Date: April 14, 2020**

**Subject: 2020/2021 School Year Calendar**

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**Background:**

*Regulation 304, School Year Calendar, Professional Activity Days* outlines the requirements for the preparation and submission of school year calendars to the Ministry of Education. For 2020-2021, the school year shall include a minimum of 194 school days of which three days must be designated as professional activity (PA) days devoted to provincial education priorities. These priorities are reflected through the criteria and topics contained in *Policy/Program Memorandum No 151*. Boards may designate up to four additional days as PA days. A board may also designate up to ten instructional days as examination days.

**Proposal:**

After discussion with our coterminous school board, unions, administrators and Parent Involvement Committee, a regular school calendar is being proposed for the 2020-2021 school year. The following charts outline the possible organization of this calendar.

**Statutory/School Board Designated Holidays:**

September 7, 2020	Labour Day
October 12, 2020	Thanksgiving Day Holiday
December 21 to January 1, 2021	Christmas Break
February 15, 2021	Family Day
March 15 – 19, 2021	March Break
April 2, 2021	Good Friday
April 5, 2021	Easter Monday
May 24, 2021	Victoria Day

**P.A. Days:**

Thursday, September 3, 2020  
Friday, September 4, 2020  
Friday, October 9, 2020  
Friday, November 20, 2020  
Wednesday, February 3, 2021  
Friday, June 4, 2021  
Wednesday, June 30, 2021

**Secondary Exam Days:**

Wednesday, January 27 – Tuesday, February 2, 2021

Wednesday, June 23 – Tuesday, June 29, 2021

**EQAO Dates:**

Grade 3 & 6 Assessments

May 25 to June 7, 2021

Grade 9 Math - 1<sup>st</sup> Semester

January 11 to January 22, 2021

Grade 9 Math - 2<sup>nd</sup> Semester

June 3 to June 16, 2021

OSSLT

April 8, 2021

**Recommendation:**

"That the Board approve the 2020/2021 School Year Calendar and that this calendar be forwarded to the Ministry of Education for approval as required."

**BOARD REPORT  
REGULAR BOARD, PUBLIC SESSION**

**REPORT NO: B-20-31**

**Memorandum To:** John Howitt, Director of Education

**FROM:** Brian McKay, Superintendent of Business

**DATE:** April 14, 2020

**SUBJECT:** Tender Award – HVAC – Lambton Central Centennial P.S.

Tenders were received electronically by Sandy Huizinga of the Purchasing Department and opened on April 6, 2020 by Don Masse and Brian Pelletier of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

*Tendered Base Bid: Supply of new HVAC roof top unit for the gym*

<b>PROJECT BIDDER</b>	<b>BASE BID (nic, h.s.t.)</b>
<b>** Postma Heating &amp; Cooling Inc., Chatham</b>	<b>117,550.</b>
QPS Heating & Cooling, Chatham	121,000.
Price Industries, E.H. Price, Sarnia	126,000.
Smarco Building Solutions Inc., Mississauga	132,500.

<b>PROJECT SUMMARY</b>	
Successful Bid Total (nic. h.s.t.)	117,550.00
Design Fees	9,639.10
Net HST	2,747.29
<b>Total Project, This Report:</b>	<b>129,936.39</b>
Budget Funding:	
- School Condition Improvement	129,936.39
<b>Total Project Budget:</b>	<b>\$ 129,936.39</b>

**Recommendation:**

**“That the Board award the tender to the successful bidder, Postma Heating & Cooling Inc., Chatham for supply of a new HVAC roof top unit for the gym of Lambton Central Centennial Public School.”**

**BOARD REPORT  
REGULAR BOARD, PUBLIC SESSION**

**REPORT NO: B-20-32**

**Memorandum To:** John Howitt, Director of Education  
**FROM:** Brian McKay, Superintendent of Business  
**DATE:** April 14, 2020  
**SUBJECT:** Tender Award – Asphalt Replacement – Victor Lauriston Public School

Tenders were received electronically by Sandy Huizinga of the Purchasing Department and opened on February 28, 2020 by Brian Pelletier and Don Masse of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

*Tendered Base Bid: Supply & Install Asphalt Replacement*

<b>PROJECT BIDDER</b>	<b>BASE BID (nic, h.s.t.)</b>
<b>** Elric Contractors of Wallaceburg Inc., Wallaceburg</b>	<b>293,009.13</b>
Agri-Urban Building Inc., Dresden	304,700.00
Westhoek Construction Limited, Chatham	307,722.00
Alliance General Contracting, Windsor	312,973.00
Elgin Contracting & Restoration Ltd., St. Thomas	314,000.00
Wellington Builders Inc, Forest	328,590.00
Vince Ferro Construction, Windsor	342,314.00
TCI Titan Contracting, Windsor	366,797.00
Intrepid General Ltd., Chatham	407,044.80

<b>PROJECT SUMMARY</b>	
Successful Bid Total (nic. h.s.t.)	293,009.13
Design Fees	20,700.00
Net HST	6,776.12
<b>Total Project, This Report:</b>	<b>320,485.25</b>
Budget Funding:	
- School Renewal	320,485.25
<b>Total Project Budget:</b>	<b>\$ 320,485.25</b>

**Recommendation:**

**“That the Board award the tender to the successful bidder, Elric Contractors of Wallaceburg Inc. for asphalt replacement at Victor Lauriston Public School.”**

**BOARD REPORT  
REGULAR BOARD, PUBLIC SESSION**

**REPORT NO: B-20-27**

**FROM:** Lareina Rising, Trustee  
**DATE:** April 14, 2020  
**SUBJECT:** Indigenous Liaison Committee Report

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The February 19, 2020 meeting of the Indigenous Liaison Committee (ILC) was held at Eelūnaapéewi Lahkéewiit with Trustee Jane Bryce chairing the meeting.

The Record of Action from the November 27, 2019 meeting was reviewed by members of the committee and approved. The January 22, 2020 meeting was cancelled.

**Reports from the First Nation Communities were received:**

**Kettle and Stony Point First Nation:** Cathy Hampshire explained the new mentoring program for grade 7 and 8 youths who participated in the deer cull last Fall. She also spoke about the community interest and efforts regarding the revitalization of Ojibwe and has requested input from Superintendent Lane regarding the strengths and setback in providing Indigenous language programs. A report will be forthcoming in March. Several teachers from Hillside Elementary School will be attending the Native Language Conference in Sault St. Marie in March. Cathy also noted that preparations are being made for renewal of the Education Service Agreement which expires this August.

**Aamjiwnaang First Nation:** Vicki Ware announced that an administrative assistant was hired to monitor projects and perform administrative duties. Vicki also shared that she has purchased services of a LKDSB teacher and educational assistant to provide additional supports for students with needs. Plans are in place to create a sensory room for Kindergarten students and therapy rooms for Occupational and Physiotherapists at their school. She also shared that two youths would attend the February Forum Leadership conference and two youths would attend the Indspire Awards. Students were provided with the opportunity to witness court proceedings in the Governance Building. Vicki noted with gratitude the support and aide provided by Sir John Moore Community School with helping students needing hearing and vision assessments.

**Eelūnaapéewi Lahkéewiit (Delaware Nation):** Jolene Whiteye discussed the activities being held on strike and PA Days, the annual schoolhouse hockey tournament in Six Nations, and the after-school programs including Language Bingo. She also shared about the Days of Immersion Language instruction beginning in Kindergarten and encouraged community engagement. Jolene explained the origin of Jordan's Principle and the services that the navigator provides.

Indigenous Lead Minogizhgd noted that the four First Nation communities are in the process of reviewing the Terms of Reference and inquired about an update being available at the next meeting. He also noted that the ongoing labour disruptions are having an impact on the Board Action Plan and limiting progress this year. Language items and the IDC course are being impacted as well as cultural events such as powwows. Minogizhgd mentioned the expanded role of the LKDSB Indigenous Education Worker to support students. A question arose about the availability of The Den for students at GLSS. Superintendent Lane provided hours of operation and would investigate the matter.

Minogizhghad noted the success of a visually impaired student with Ojibwe due to the use of Braille and other resources that the teacher has creatively provided.

Superintendent Helen Lane announced the purchase of two National Geographic Indigenous Peoples of Canada floor maps and activities which the Indigenous Team members will use with classes across the District. A reminder that input from the four First Nation representatives is welcomed in writing by March 31, 2020 for consideration in this year's administrative staffing process. As job action continues, the administration of EQAO and the OSSLT assessments are being impacted. She has also requested that a small committee be formed to review the current Memorandum of Understanding for Data Sharing. Cathy Hampshire and Vicki Ware have offered to be representatives on the Data Sharing Review Committee.

Administrators from Naahii Ridge Elementary School, Ridgetown District High School, A.A. Wright, Sir John Moore Community School, Lambton Kent Composite School delivered their reports.

The four First Nation representatives acknowledged the long work hours administrators have and they appreciate learning about all school activities. Discussion occurred about the possibility of making changes to the meeting format. There is a request for more in-depth discussion around issues of concern at the meeting with the four First Nation representatives. Superintendent Lane accepted an invitation to attend the meeting with the Four First Nation Representatives prior to the ILC meetings.

A request was also brought forward to invite teaching staff from the four First Nations for equity and inclusion training or the sharing of resources about such topics about transgender or LGBTQ.

The next ILC meeting is scheduled for Wednesday, April 22, 2020 at Kettle and Stony Point First Nation at 6 p.m.

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

**REPORT NO: B-20-28**

**FROM: Janet Barnes, Trustee and Vice-Chair of the Special Education  
Advisory Committee**

**DATE: April 14, 2020**

**SUBJECT: SPECIAL EDUCATION ADVISORY COMMITTEE (SEAC) MEETING SUMMARY**

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The Special Education Advisory Committee of the Lambton Kent District School Board met on February 20, 2020 at The Baldoon Clubhouse, Wallaceburg. Following is a report of the activities of the meeting:

Business Arising from the Minutes

There was no business arising from the Minutes.

April Special Education Advisory Committee Meeting

Superintendent Barrese shared information with the membership about an opportunity to hear Dr. Karen Gordon speak at a meeting on April 30, 2020. It was decided to change the April 16, 2020 SEAC Meeting to April 30, 2020 and the members will attend that presentation in April.

Presentation

John Hagens, the Executive Director of Community Living Sarnia/Lambton, provided a brief history and overview of the programs and services they offer to their many clients.

Presentation

Dale Brown, Direct Support Professional with Community Living Wallaceburg, shared details of the success they're having with their employment program.

Presentation

Julia MacKellar, Executive Director of the Learning Disabilities Association of Chatham-Kent, made a presentation regarding the impact of learning disabilities, and the programs and services they offer to individuals and families affected.

Special Education Plan Items to Be Reviewed in February

The System Coordinator of Special Education – Multidisciplinary Teams, provided details about the items that were reviewed by the Special Education Team for February and informed the membership about amendments that were made.

Correspondence

A letter from the Windsor-Essex Catholic District School Board, dated December 11, 2019, regarding increased class sizes and mandatory online e-learning courses was submitted to SEAC. No action was taken.

Next Meeting

Thursday, March 26, 2020, The Baldoon Clubhouse, Wallaceburg, 6:00 p.m.  
Rose Gallaway, SEAC Chair

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

**REPORT NO. B-20-33**

**FROM: Aurora Bressette, Student Trustee**

**DATE: April 14, 2020**

**SUBJECT: Student Senate Report**

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The Student Senate met on March 9, 2020 via video conference from the Chatham and Sarnia Board Offices.

Superintendent Barrese, Mental Health Lead, Colameco, System Coordinator Moore and the LKDSB Social Workers attended the meeting. The Social Workers outlined the schools they work at and the various ways they interact with students through direct service, group work and classroom presentations. The purpose of the school Multi-Disciplinary Team (MDT) was explained. Social Workers are members of the MDT. There are plans to include Student Senators on the MDT in the future.

Members of the Student Senate had decided to take the resources from School Mental Health Ontario (SHMO) and create voiceover clips to go with the slides. The plan was to play/share the clips during Education Week/Mental Health Week, the first week of May, through morning announcements, social media, websites, etc.

Director Howitt shared the one page summary of his Entry Plan and summarized the information he received through his consultations. He shared next steps which includes the development of the LKDSB Strategic Priorities.

Director Howitt commented on the need to cancel some field trips scheduled for March Break due to the cases of the COVID-19 in international countries.

**REPORT TO BOARD**

**FROM: John Howitt, Director of Education**

**DATE: April 14, 2020**

**SUBJECT: LKDSB Staff Supported Student Learning during COVID-19 School Closures**

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The Ontario Minister of Education ordered all Ontario schools closed from March 14 to April 5, 2020, in response to the emergence in Ontario of COVID-19. On March 31, 2020 the order was extended to May 4, 2020 for students.

As Trustees are aware, the members of Senior Administration have been working to facilitate staff supported learning for students remotely on every level. Here are some examples of the processes put in place and the communications issued to enable staff support student learning during these unique times.

**Communications**

- Since January 2020, communications have been issued to inform families, students, staff, trustees, student trustees and the LKDSB communities of the evolving situation impacting student learning.
- The LKDSB website, school websites, School Messenger, Twitter and email have all been used to share important information in a timely manner.
- All of the communications can be found at <https://www.lkdsb.net/Board/Community/PublicHealth/Pages/default.aspx#/=>
- A Staff Weekly Newsletter was implemented on March 26, 2020.
- The LKDSB Emergency Response Committee has been meeting as per the LKDSB Administrative Procedure and takes direction from the local Medical Officers of Health.
- Principals connected families with resources and supports through community based agencies.

**Elementary Education**

- In coordination with other departments, the Elementary Program staff, developed a Continuing of Learning plan for Phase 1, that ended April 3 and Phase 2 that began April 6.
- The Elementary Program staff published and shared relevant Canadian resource list with elementary teachers.
- During Phase 1, elementary teachers checked in with their students using whatever method worked best. Student well-being was the focus.
- Virtual staff meetings were held for each school.
- Training was provided for Google Suites and Seesaw for training teachers.
- Printed booklets were delivered via Canada Post during the week of April 6, 2020 to students without access to online learning.
- Additional printed learning materials will be shared in the coming weeks that will be more grade specific. Some will be created for English Language Learners in their first language where possible.

### Elementary Education (cont'd)

- Phase 2 involves teacher led, staff supported student learning. Elementary Program staff is supporting with daily support sessions for teachers to share ideas and troubleshoot digital challenges.
- Principals are supported with check-in online meetings 2 mornings per week to share information with each other, and provide some relevant training for remote learning.
- Staff are working with our partners to support students in alternative education programs.
- We have reached out to our First Nation Partners to see how the LKDSB can support their students.

### Secondary Education

- In coordination with other departments, Secondary Program staff developed a Continuity of Learning Plan for Phase 1 that ended April 3 and Phase 2 that commenced April 6.
- During Phase 1 school staff connected with students and shared information about the Learn at Home portal. The focus was on student well-being. Assessment and evaluation were not part of Phase 1.
- Staff obtained resources to be able to engage with students.
- The Ministry cancelled the EQAO assessments and announced that completion of the OSSLT would not be a barrier for students on track to graduate.
- Staff Training on Google Classroom and Brightspace (D2L) was completed.
- Phase 2 involves the re-establishment of teacher-led learning effective April 6. Teachers have established virtual learning spaces and are engaging with their students. Parents/Guardians of students who have not heard from their teacher by April 8<sup>th</sup> are asked to contact the school principal.
- During Phase 2, teachers will provide students with learning tasks, assignments and culminating activities. Students are expected to complete about 3 hours of work per course per week, which includes teaching time led by teachers as well as time for students to be engaged in the learning tasks assigned by teachers.
- The shared Ministry and LKDSB goal is to ensure the successful completion of the school year for all students, and to support students to advance to the next school year, earn credits and to graduate. Students should not be penalized for the move to remote learning which will differ from the customary in-class experience. The Ministry provided Assessment, Evaluation and Reporting direction for secondary schools. Key points include:
  - Mid-term marks for graduating students will be submitted in order to meet deadlines for College and University admissions. In determining mid-term marks teachers may use evidence that reflects work prior to the school closure (prior to March 13<sup>th</sup>) as well as provide opportunity for students to submit a missed or additional assignment. Any assignment submitted after March 13<sup>th</sup> may only be used to improve a student's mark.
  - The 40 hours of community involvement and literacy test requirements for graduating students will not be a barrier for graduation
  - Mid-term report cards (March/April) will not be issued for secondary students
  - Final report cards, which will include final course marks, will be issued in June
- Adult and Continuing Education Program Staff are working with their students to support their learning opportunities.
- We have reached out to our First Nation Partners to see how the LKDSB can support their students.

### Supporting Exceptional Students

- Special Education teams have partnered with other departments to support the learning needs of our exceptional students
- Program supports, including ABA resources and Assistive Technology have been shared with educators.
- Meaningful learning tasks for families to use with their child at home have been shared and are designed for children with Autism Spectrum Disorder or a Developmental Disability who are on a modified or alternative program at school.
- In Phase 2, Lexia, an intervention reading program will be available for students to access at home.

### Distribution of Devices to Students

- A Thoughtexchange survey was used to assist Administration in gathering information from families on devices needed for students to access staff supported learning from home.
- Families were asked to register to borrow devices to use at home to access learning.
- Information Technology staff prepared the devices for elementary and secondary students based on requests.
- A pickup protocol was developed for families to pick up devices from the Principals at their school. This protocol was reviewed and approved by the Medical Officers of Health for Sarnia/Lambton and Chatham-Kent. Social distancing will be maintained. Alternative arrangements will be made for families who are not able to pick up the devices at the schools.
- Similar arrangements are being made for students with special needs to obtain their specialized equipment (SEA Equipment).
  - Students across the district benefit from the use of specialized equipment and individualized technology to support their academic, physical and social development. We have communicated with parents to determine if the family would like to access equipment while their children are home.
  - School team has responded by gathering the equipment and distributing it to families. Social distancing was practiced.
  - Examples of equipment to be used while learning from home include chrome books; iPads, FM systems, walkers, standards, communication boards and essential sensory items.
- There is a new student technical helpline available to assist students with their devices.

### Access to Devices for Staff

- The Medical Officers of Health endorsed the LKDSB Protocol for staff to access schools to obtain teaching and learning resources and devices to support teacher lead, staff supported student learning in Phase 2.
- A Thoughtexchange survey was used to assist Administration in determining devices staff need to participate in staff supported learning with students.
- During the week of April 6, 2020, the process for staff to access resources in schools to allow them to connect with students was followed. Social distancing was practiced.

### Mental Health Supports

- Links to various website for supports for students, families and staff can be found on the LKDSB website [www.lkdsb.net](http://www.lkdsb.net). Of note are the School Mental Health Ontario and Ontario Centre of Excellence for Child and Youth Mental Health links.
- The LKDSB Social Workers and Psycho Educational Clinicians are connecting with students on their caseloads.
- During Phase 1, Learn from Home, LKDSB staff were encouraged to connect with their students with a focus on well-being.
- Resources specifically developed for youth have been shared and posted.
- Partnering with our First Nation Educational Leads, we are working to determine how to best offer supports to our youth.

### Field Trips, International Education Trips and Athletics

- Field trips, international education trips, exchanges and athletic events were cancelled as information became available to ensure the safety of students and staff.
- Members of the LKDSB International Education Department continue to work with agents and home stay families to support international students here and in their home countries.
- A decision regarding year-end school trips and celebrations will be made in the near future.

### Operations

- School staff are working from home to support student learning and well-being.
- Board Office staff are working from home to support student learning and the important day to day operations of the LKDSB. In many cases to facilitate financial processes, payroll functions, human resource requirements, staffing processes, information technology systems staff had to develop and implement new process under very unique and restrictive timelines.
- Communication with the various union partners is continuing.
- Transportation, CLASS, is repurposing bus services to support other essential services.
- School based daycares were ordered closed by the Ministry. The Lambton Medical Officer of Health is considering opening a home based daycare to support first responders. The LKDSB has not be contacted to offer daycare services.
- The LKDSB Emergency Response Committee has been meeting as per the LKDSB Administrative Procedure and takes direction from the local Medical Officers of Health.
- The LKDSB Joint Health and Safety Committees are holding quarterly electronic meetings.

### LKDSB Buildings

- Deep cleaning of schools took place over March Break.
- Social distancing of custodial and maintenance staff is occurring in the schools and Board offices.
- Custodial staff perform facility system checks on Monday, Wednesday and Fridays.
- LKDSB capital projects have been paused under the provincial government's restrictions regarding essential workplaces in response to COVID-19. The projects related to health and safety that are critical to the structure of the building are proceeding, like the roof project at Great Lakes Secondary Schools (GLSS). All other capital projects have been temporarily paused as per the provincial order.
- The staff in the Health and Safety Department are working with staff across the system to ensure the safety of our students and staff remains a top priority at the LKDSB.

#### Board and Committee Meetings

- Board Meetings will be held electronically during the school closures and up to 60 days following, if necessary. By order of the Ontario Minister of Education, all public schools are closed from March 14th through to May 1st in response to the emergence of COVID-19. This includes the Education Centres. The Ministry of Education and the Government of Ontario has introduced new legislation allowing for Board Meetings to occur electronically. Regulation 463/97 was amended by Regulation 42/20 and removes the requirement for any persons to be physically present at electronic meetings if all schools have been closed by the Minister, the Medical Officer of Health or Cabinet.
- Information on how to join in a Board or Board Committee Meeting will be posted on the LKDSB website under the Board Meetings section or the respective Board Committee Meeting section.
- Information will be shared with Trustees and Board Committee Members.

The LKDSB response to keeping students, staff and the community safe during the COVID-19 Pandemic has been dynamic and has evolved very quickly. The staff efforts are to be commended as is the patience of the families we serve.

**REGULAR BOARD, PUBLIC SESSION**

**Report To Board**

**FROM: John Howitt, Director of Education**

**DATE: April 14, 2020**

**SUBJECT: Reporting Under the Public Sector Salary Disclosure Act for the 2019 Year.**

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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' 2019 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	ORGANIZATION	SALARY
Ainsworth	Joel	Elementary Teacher	Lambton Kent District School Board	100068.34
Alward	Joshua	Elementary Principal	Lambton Kent District School Board	125057.48
Anderson	Colleen	Elementary Principal	Lambton Kent District School Board	122998.52
Anderson	Mary Lynn	Elementary System Coordinator Student Achievement	Lambton Kent District School Board	132132.76
Ardis	Marcy	Secondary Teacher/Continuing Education	Lambton Kent District School Board	102300.43
Arndt	Nicola	Elementary Vice Principal	Lambton Kent District School Board	113531.12
Aubertin	Karissa	Elementary Principal	Lambton Kent District School Board	117417.75
Avery	Julie	Secondary Teacher	Lambton Kent District School Board	101786.71
Babbitt	Crystal	Elementary Teacher	Lambton Kent District School Board	100023.6
Bacik	Scott	Elementary Principal	Lambton Kent District School Board	123907.92
Baillie	Stuart	Secondary Teacher	Lambton Kent District School Board	103183.71
Baird	Gordon	Secondary Teacher	Lambton Kent District School Board	100040.9
Balkwill	Ann	Elementary Principal	Lambton Kent District School Board	125906.5
Balkwill	Timothy	Elementary Principal	Lambton Kent District School Board	125838.3
Baribeau	Christine	Secondary Teacher	Lambton Kent District School Board	103199.74
Barrese	Angie	Superintendent of Education	Lambton Kent District School Board	179355.96
Barrett	John	Secondary Teacher/Summer Semester	Lambton Kent District School Board	100644.54
Beasley	Paul	Elementary Vice Principal	Lambton Kent District School Board	111671.76
Bedard	Ryan	Secondary Teacher	Lambton Kent District School Board	103199.74
Bestard	Douglas	Manager of Human Resources	Lambton Kent District School Board	142346.71
Beuckelare	Nicole	Secondary Consultant/Summer Semester/Contract	Lambton Kent District School Board	112446.79
Bolohan	Kenneth	Secondary Teacher	Lambton Kent District School Board	103199.74
Booth	Tracie	Elementary Teachers Federation of Ontario Local Vice President	Lambton Kent District School Board	104592.3
Brander	April	Secondary Teacher	Lambton Kent District School Board	103199.74
Breault	Pamela	Secondary Teacher	Lambton Kent District School Board	101786.69
Brenders	Geoffrey	Secondary Teacher/Summer Semester	Lambton Kent District School Board	107290.09

Brennan	James	Elementary Principal	Lambton Kent District School Board	125076.68
BridgeArnold	Tracy	Secondary Teacher	Lambton Kent District School Board	102636.69
Bronzi	Joseph	Secondary Teacher	Lambton Kent District School Board	100986.06
Brown	Chad	Elementary Principal	Lambton Kent District School Board	125038.28
Bruce	Sarah	Secondary Teacher	Lambton Kent District School Board	100719.84
Bruette	Bernadette	Secondary Vice Principal	Lambton Kent District School Board	120236.22
Burnham	Bradon	Secondary Teacher	Lambton Kent District School Board	126834.79
Burns	Susan	Secondary Teacher	Lambton Kent District School Board	103199.74
Buschemeyer	Brian	Secondary Teacher/Summer Semester	Lambton Kent District School Board	107290.11
Byatt-Millington	Karyn	Elementary Principal	Lambton Kent District School Board	125087.28
Cadotte	Tiffany	Secondary Vice Principal	Lambton Kent District School Board	114641.2
Campbell	Brent	Secondary Teacher	Lambton Kent District School Board	103199.74
Campbell	Joel	Secondary Teacher	Lambton Kent District School Board	103199.74
Campbell	Joel Donald	Secondary Teacher	Lambton Kent District School Board	103199.74
Campeau	Jayson	Secondary Vice Principal	Lambton Kent District School Board	119193.08
Carder	Valerie	Secondary Teacher	Lambton Kent District School Board	101786.69
Catterson	Joanna	Elementary Principal	Lambton Kent District School Board	125038.28
Cazabon	Jeanette	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.19
Chambers	Kevin	Elementary Principal	Lambton Kent District School Board	115242
Chase-beaumont	Cheryl	Continuing Education	Lambton Kent District School Board	107317.8
Clark	Roberta	Elementary Teacher	Lambton Kent District School Board	100847.3
Clarke	James	Secondary Consultant	Lambton Kent District School Board	102114.51
Clarke	Shirley	Elementary Teacher	Lambton Kent District School Board	100420.3
Claxton	Jay	Secondary Teacher	Lambton Kent District School Board	103199.76
Coates	Marc	Secondary Vice Principal	Lambton Kent District School Board	119436.2
Colvin	Emily	Secondary Teacher	Lambton Kent District School Board	101069.45
Cook	Sandra	Elementary Principal	Lambton Kent District School Board	125038.28

LAST NAME	FIRST NAME	POSITION	ORGANIZATION	SALARY	BE
Cook	Sandra	Elementary Principal	Lambton Kent District School Board	125038.28	
Cornell	William	Secondary Teacher	Lambton Kent District School Board	101786.69	
Costello	James	Director of Education	Lambton Kent District School Board	189803.37	
Costello	Julie	Secondary Teacher	Lambton Kent District School Board	101786.69	
Crow	Kristen	Secondary Teacher	Lambton Kent District School Board	103199.74	
Curl	Heather	Secondary Teacher	Lambton Kent District School Board	103199.74	
Daigneault	Marcia	Secondary Teacher	Lambton Kent District School Board	101786.71	
Dath-McLellan	Chitra	Secondary Teacher	Lambton Kent District School Board	103359.74	
Davenport	Christine	Supervisor of Psychological Services	Lambton Kent District School Board	127430.94	
Davis	Adam	Elementary Consultant Special Education	Lambton Kent District School Board	106796.6	
Day	Janine	Secondary Teacher/Continuing Education	Lambton Kent District School Board	106889.24	
de Bakker	Brian	Secondary Teacher	Lambton Kent District School Board	100706.79	
de Schiffert	Jerome	Secondary Teacher	Lambton Kent District School Board	103199.74	
Deery	Rosanna	Elementary Principal	Lambton Kent District School Board	125038.28	
Denes	Jeannette	Secondary Teacher	Lambton Kent District School Board	103199.74	
Dent	Melissa	Elementary Teacher	Lambton Kent District School Board	102335.8	
Denure	Corrie	Elementary Teacher	Lambton Kent District School Board	100115.4	
Denure	Heather	Secondary Teacher/Summer Semester	Lambton Kent District School Board	106730.9	
Deol	Harminder	Secondary Teacher	Lambton Kent District School Board	103199.74	
Dixon	Emily	Elementary Principal	Lambton Kent District School Board	120006	
Dolbear	Timothy	Secondary Teacher	Lambton Kent District School Board	103737.86	
Douglas	Beau	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104880.37	
Dumais	Daniel	Secondary Teacher	Lambton Kent District School Board	103199.74	
Dunseith	John	Secondary Teacher	Lambton Kent District School Board	100040.9	
Dupuis	Susen	Secondary Teacher	Lambton Kent District School Board	103199.74	
Eberle	Robert	Secondary Teacher	Lambton Kent District School Board	100136.9	
Eldridge	Carey	Secondary Consultant/Summer Semester	Lambton Kent District School Board	112681.18	

Eldridge	Carey	Secondary Consultant/Summer Semester	Lambton Kent District School Board	112681.18
Elson	Michael	Elementary Principal	Lambton Kent District School Board	125077.48
Evans	Caley	Elementary Principal	Lambton Kent District School Board	122998.52
Falla	Mary-Louise	Elementary Vice Principal	Lambton Kent District School Board	120236.22
Farina	Justin	Secondary Teacher	Lambton Kent District School Board	101786.69
Ferguson	Bryan	Secondary Teacher	Lambton Kent District School Board	100156.79
Ferguson	Susan	Secondary Principal	Lambton Kent District School Board	132101.08
Fisher	Cari-Ann	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
Fittler	Mark	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.19
Frayne	Edward	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
Frayne	Paul	Secondary Teacher	Lambton Kent District School Board	103199.77
Fung	Elliott	Secondary Teacher	Lambton Kent District School Board	103199.74
Gall	Kenneth	Secondary Teacher	Lambton Kent District School Board	103199.74
Gallant	Pamela	Elementary Consultant	Lambton Kent District School Board	105487.1
Gillier	Terri	Elementary Teacher	Lambton Kent District School Board	101905.83
Girardi	Gary	Superintendent of Education	Lambton Kent District School Board	179355.95
Goodal	Jennifer	Elementary Principal	Lambton Kent District School Board	125076.68
Goodall	Rhodri	Secondary Teacher	Lambton Kent District School Board	101526.28
Gordon	Cameron	Elementary Vice Principal/Summer Semester	Lambton Kent District School Board	117671.81
Gower	Jeremy	Secondary Vice Principal/Summer Semester	Lambton Kent District School Board	119436.2
Grainger	Todd	Secondary Teacher/Summer Semester	Lambton Kent District School Board	107290.01
Gregoire	Julia	Elementary Teacher	Lambton Kent District School Board	100111.19
Griffiths	Craig	Secondary Teacher/Continuing Education	Lambton Kent District School Board	105156.32
Gruben	Kimberley	Secondary Teacher	Lambton Kent District School Board	103199.74
Hall	Sarah	Elementary Teachers Federation of Ontario Local Vice President	Lambton Kent District School Board	104592.3
Hamlin	Leona	Elementary Principal	Lambton Kent District School Board	125006.14
Harwood	Brian	Secondary Teacher	Lambton Kent District School Board	103199.74

LAST NAME	FIRST NAME	POSITION	ORGANIZATION	SALARY
Hayward	Richard	Elementary Principal	Lambton Kent District School Board	125038.28
Hazzard	Benjamin	Superintendent of Education	Lambton Kent District School Board	179355.96
Helmer-Johnston	Denise	Secondary Special Project Teacher	Lambton Kent District School Board	103637.86
Henderson	Shannon	Elementary Teacher	Lambton Kent District School Board	100350.3
Hendrie	Alan	Secondary Teacher	Lambton Kent District School Board	100348.79
Hines	Gregory	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.3
Hodgson	Byron	Elementary Principal	Lambton Kent District School Board	125038.28
Hoskins	Kevin	Secondary Teacher	Lambton Kent District School Board	101517.29
Houghton	Mark	Elementary Principal	Lambton Kent District School Board	129494.78
Hughes	John	Secondary Teacher	Lambton Kent District School Board	103351.74
Hunt	Mark	Secondary Principal	Lambton Kent District School Board	132857.5
Hunt	Murray	Secondary Principal	Lambton Kent District School Board	132131.08
Iacobelli	Christina	Secondary Teacher	Lambton Kent District School Board	103199.75
Jackson	Christina	Secondary Teacher	Lambton Kent District School Board	103199.75
Jeffrey	Nathan	Secondary Vice Principal	Lambton Kent District School Board	119436.2
Jones	Christopher	Secondary Teacher	Lambton Kent District School Board	103199.74
Kaija	Peter	Secondary Teacher	Lambton Kent District School Board	101201.89
Kardas	Heather	Secondary Teacher	Lambton Kent District School Board	100719.85
Keane	James	Secondary Principal	Lambton Kent District School Board	132038.28
Kistulínec	Peter	Secondary Teacher	Lambton Kent District School Board	101786.71
Knight	Christopher	Secondary Teacher/Summer Semester	Lambton Kent District School Board	103579.64
Kranenburg	Jennifer	Elementary Vice Principal/Summer Semester	Lambton Kent District School Board	102489.66
Kuhn	Joseph	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
Kumpf	Jennifer	President, Ontario Secondary School Teachers' Federation District 10	Lambton Kent District School Board	113107.44
Lahey	Adam	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.3
Lally	Corrine	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
Lambkin	Christopher	Elementary Principal	Lambton Kent District School Board	116156.72

LAST NAME	FIRST NAME	POSITION	ORGANIZATION	SALARY
Lambkin	Christopher	Elementary Principal	Lambton Kent District School Board	116156.72
Lane	Helen	Superintendent of Education	Lambton Kent District School Board	172766.4
Lansens	Kelley	Secondary Teacher	Lambton Kent District School Board	101786.69
Lawton	Benjamin	Secondary Principal	Lambton Kent District School Board	132087.28
Leboeuf	Thomas	Manager of Facility Operations	Lambton Kent District School Board	122381.64
Lessard	Taryn	Elementary Principal	Lambton Kent District School Board	117312.92
Lesy	Sharon	Secondary Teacher	Lambton Kent District School Board	103199.74
Leystra	Rhonda	Secondary Principal	Lambton Kent District School Board	132038.28
Liddicoat	Laurel	Elementary Teachers Federation of Ontario Local President	Lambton Kent District School Board	109092.3
Locke	Karen	Secondary Teacher	Lambton Kent District School Board	103319.74
Logan	Karen	Secondary Teacher/Summer Semester	Lambton Kent District School Board	105725.01
Lozon	Kylie	Secondary Teacher	Lambton Kent District School Board	103199.74
MacDonald	Lisa	Elementary Principal	Lambton Kent District School Board	123971.14
MacLachlan	Robert	Secondary Teacher/Continuing Education	Lambton Kent District School Board	104480.14
Maitland	Barry	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104718.29
Majeski	Marnie	Secondary Teacher	Lambton Kent District School Board	103199.74
Mallette	Melissa	Secondary Principal	Lambton Kent District School Board	126729.04
Mancini	Mary	Superintendent of Education	Lambton Kent District School Board	153713.28
Martin	Trevor	Secondary Consultant	Lambton Kent District School Board	103637.86
Martsch-Litt	Shelley	Elementary Principal	Lambton Kent District School Board	119247.01
Marvell	Christopher	Manager of Information Technology	Lambton Kent District School Board	127430.94
Maryschak	Danielle	Elementary Principal	Lambton Kent District School Board	125057.48
Masterson	Christopher	Site Supervisor	Lambton Kent District School Board	151543.88
Mathieson	Cara	Secondary Teacher/Summer Semester	Lambton Kent District School Board	101393.94
McAuley	Scott	Secondary Teacher	Lambton Kent District School Board	103199.74
McBain	Brian	Secondary Consultant/Summer Semester	Lambton Kent District School Board	110445.58
McDonald	Michael	Secondary Vice Principal	Lambton Kent District School Board	119436.12

LAST NAME	FIRST NAME	POSITION	ORGANIZATION	SALARY	BE
McFarland	Heather	Elementary Vice Principal	Lambton Kent District School Board	113531.12	
McGrail	Michael	Secondary Teacher	Lambton Kent District School Board	101786.69	
McGregor	Meighen	Secondary Teacher	Lambton Kent District School Board	103199.74	
Mckay	Brian	Superintendent of Business	Lambton Kent District School Board	179355.96	
Mckay	Jessica	Secondary Teacher	Lambton Kent District School Board	103199.74	
McKenzie	Jennifer	Elementary Teacher	Lambton Kent District School Board	101392.3	
McLean	Joy	Elementary Principal	Lambton Kent District School Board	125057.48	
McMullin	Natalie	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.19	
McQueen	Stephanie	Secondary Consultant	Lambton Kent District School Board	104942.18	
Meston	Dennis	Secondary Consultant/Summer Semester	Lambton Kent District School Board	109141.16	
Millard	Michelle	Secondary Teacher	Lambton Kent District School Board	103199.74	
Miller	Lee	Elementary Principal	Lambton Kent District School Board	125038.28	
Moore	Christopher	System Coordinator Elementary Special Education	Lambton Kent District School Board	129000.56	
Morrison	Janice	Elementary Principal	Lambton Kent District School Board	125038.28	
Morton	James	Secondary System Coordinator Student Achievement	Lambton Kent District School Board	132932.77	
Moule	Angela	Elementary Consultant Special Education	Lambton Kent District School Board	106796.6	
Movrich	Amanda	Secondary Teacher	Lambton Kent District School Board	103199.77	
Moynihan	Thomas	Secondary Teacher	Lambton Kent District School Board	103199.74	
Myers	Katherine	Elementary Principal	Lambton Kent District School Board	119481.25	
Myers	Ryan	Elementary Principal	Lambton Kent District School Board	122979.32	
Natvik	Elsa	Secondary Principal	Lambton Kent District School Board	132057.48	
Nemcek	Gregory	Secondary Principal/Summer Semester	Lambton Kent District School Board	139620.08	
Newcombe	Andrew	Elementary Vice Principal	Lambton Kent District School Board	111671.68	
Nienhuis	Nicholas	Secondary Teacher/Summer Semester	Lambton Kent District School Board	108293.24	
Noel	Mary	Elementary Principal	Lambton Kent District School Board	125038.28	
Norris	Thomas	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104329.28	
O'Neil	Wendy	Elementary Teacher	Lambton Kent District School Board	100492.3	

McGrail	Michael	Secondary Teacher	Lambton Kent District School Board	101786.69
McGregor	Meighen	Secondary Teacher	Lambton Kent District School Board	103199.74
McKay	Brian	Superintendent of Business	Lambton Kent District School Board	179355.96
McKay	Jessica	Secondary Teacher	Lambton Kent District School Board	103199.74
McKenzie	Jennifer	Elementary Teacher	Lambton Kent District School Board	101392.3
McLean	Joy	Elementary Principal	Lambton Kent District School Board	125057.48
McMullin	Natalie	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.19
McQueen	Stephanie	Secondary Consultant	Lambton Kent District School Board	104942.18
Meston	Dennis	Secondary Consultant/Summer Semester	Lambton Kent District School Board	109141.16
Millard	Michelle	Secondary Teacher	Lambton Kent District School Board	103199.74
Miller	Lee	Elementary Principal	Lambton Kent District School Board	125038.28
Moore	Christopher	System Coordinator Elementary Special Education	Lambton Kent District School Board	129000.56
Morrison	Janice	Elementary Principal	Lambton Kent District School Board	125038.28
Morton	James	Secondary System Coordinator Student Achievement	Lambton Kent District School Board	132932.77
Moule	Angela	Elementary Consultant Special Education	Lambton Kent District School Board	106796.6
Movrich	Amanda	Secondary Teacher	Lambton Kent District School Board	103199.77
Moynihan	Thomas	Secondary Teacher	Lambton Kent District School Board	103199.74
Myers	Katherine	Elementary Principal	Lambton Kent District School Board	119481.25
Myers	Ryan	Elementary Principal	Lambton Kent District School Board	122979.32
Natvik	Elsa	Secondary Principal	Lambton Kent District School Board	132057.48
Nemcek	Gregory	Secondary Principal/Summer Semester	Lambton Kent District School Board	139620.08
Newcombe	Andrew	Elementary Vice Principal	Lambton Kent District School Board	111671.68
Nienhuis	Nicholas	Secondary Teacher/Summer Semester	Lambton Kent District School Board	108293.24
Noel	Mary	Elementary Principal	Lambton Kent District School Board	125038.28
Norris	Thomas	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104329.28
O'Neil	Wendy	Elementary Teacher	Lambton Kent District School Board	100492.3
Osborne	Kathleen	Secondary Teacher	Lambton Kent District School Board	101786.71

Park	Jody	Secondary Teacher	Lambton Kent District School Board	103199.74
Parke	David	Vice President, Ontario Secondary School Teachers' Federation District	Lambton Kent District School Board	105402.47
Parnham	Andrew	Elementary Principal	Lambton Kent District School Board	125038.28
Passmore	Martin	Secondary Vice Principal	Lambton Kent District School Board	114641.2
Patchett	Sean	Secondary Teacher	Lambton Kent District School Board	101786.71
Pearson	Devin	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
Pecora	Robert	Secondary Teacher	Lambton Kent District School Board	100101.96
Penney	Darlene	Elementary Principal	Lambton Kent District School Board	125090.48
Pereira	Tracy	Elementary Principal	Lambton Kent District School Board	125057.48
Perkins	Sandra	System Coordinator - Special Education	Lambton Kent District School Board	132132.78
Peternel	Michael	Secondary Teacher	Lambton Kent District School Board	101786.69
Petrus	Tara	Secondary Teacher	Lambton Kent District School Board	103199.74
Pettipiece	Jason	Secondary Teacher/Continuing Education	Lambton Kent District School Board	103811.74
Pettipiece	Tara	Secondary Teacher	Lambton Kent District School Board	103199.74
Pharazyn	Ann	Elementary Vice Principal	Lambton Kent District School Board	103395.41
Pickering	Rachel	Elementary Vice Principal	Lambton Kent District School Board	103256.2
Prangley	Nicholas	Secondary Teacher/Summer Semester	Lambton Kent District School Board	101791.66
Queen Munroe	Harmony	Elementary Principal	Lambton Kent District School Board	108476.91
Rakuc	Krzysztof	Elementary Vice Principal	Lambton Kent District School Board	113531.2
Rankin	Jennifer	Secondary Consultant	Lambton Kent District School Board	103637.86
Regan	Timothy	Secondary Teacher/Summer Semester	Lambton Kent District School Board	108229.23
Richardson	Sheila	Elementary Consultant Special Education	Lambton Kent District School Board	106796.6
Rizzetto	Lucy	Elementary Principal	Lambton Kent District School Board	114646.83
Rodriguez	Sandra	Secondary Teacher	Lambton Kent District School Board	101786.69
Ronsick	Tracy	Elementary Vice Principal	Lambton Kent District School Board	103444.7
Ryan	Richard	Secondary Teacher	Lambton Kent District School Board	101786.69
Sabatini	Anita	Elementary Principal	Lambton Kent District School Board	125057.48

5	Sanders	Matthew	Elementary Consultant	Lambton Kent District School Board	103651.06
7	Sanders	Wayne	Secondary Teacher	Lambton Kent District School Board	103199.74
3	Sands-Gamble	Gretchen	Elementary Consultant	Lambton Kent District School Board	102264.44
2	Saunders	Kelly	Secondary Teacher/Summer Semester	Lambton Kent District School Board	102189.49
0	Schalk	Adrianus	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.19
1	Scheibli	Michael	Manager of Plant and Maintenance	Lambton Kent District School Board	127430.88
2	Schleihauf	Christopher	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
3	Schneider-Dolbear	Marta	Secondary Teacher	Lambton Kent District School Board	100732.93
4	Scott	Carole	Elementary Principal	Lambton Kent District School Board	125038.28
5	Scott	Mark	Secondary Teacher	Lambton Kent District School Board	103199.74
5	Scott Hillier	Sandra	Manager of Financial Services	Lambton Kent District School Board	127430.88
7	Shea	Rebecca	Elementary Vice Principal	Lambton Kent District School Board	111671.66
3	Sherman	Donald Mark	Superintendent of Education	Lambton Kent District School Board	179355.91
2	Siebert	Sheldon	Secondary Teacher	Lambton Kent District School Board	103199.77
0	Skipper	Jessica	Secondary Teacher	Lambton Kent District School Board	103295.74
1	Smit	Erin	Elementary Principal	Lambton Kent District School Board	125038.28
2	Smith	Carrielyn	Elementary Principal	Lambton Kent District School Board	122979.32
3	Smith	Elish	Secondary Teacher/Summer Semester	Lambton Kent District School Board	101565.08
4	Spadafora	Giovanni	Secondary Teacher	Lambton Kent District School Board	103199.77
5	Stenton	Derek	Secondary Principal/Summer Semester	Lambton Kent District School Board	128876.2
5	Stephenson	Laurie	Elementary Principal	Lambton Kent District School Board	125038.28
7	Stephenson	Stephen	Secondary Teacher	Lambton Kent District School Board	100156.79
3	Stewardson	Shaun	Secondary Teacher/Summer Semester	Lambton Kent District School Board	104580.29
2	Stewart	James	Secondary Principal	Lambton Kent District School Board	109625.27
0	Stokes	Deeanna	Elementary Principal	Lambton Kent District School Board	116503.12
1	Stonehouse	James	Secondary Teacher	Lambton Kent District School Board	100683.39
2	Sztrolovics	Robert	Secondary Teacher/Summer Semester/Continuing Education	Lambton Kent District School Board	106933.79

Thomas	Heather	Secondary Teacher	Lambton Kent District School Board	103199.74
Thomas	Jennifer	Secondary Teacher	Lambton Kent District School Board	102789.84
Thomas	Steven	Elementary Principal	Lambton Kent District School Board	125876.7
Thompson	Eva	Secondary Teacher	Lambton Kent District School Board	133430.41
Tichenoff	Stephen	Secondary Teacher	Lambton Kent District School Board	100719.84
Touzin	Heather	Secondary Consultant Special Education	Lambton Kent District School Board	104594.06
Townsend	Elizabeth	Elementary Principal	Lambton Kent District School Board	125038.28
Valade	Lisa	Elementary Consultant Special Education	Lambton Kent District School Board	107017.67
Van De Wiele	Erin	Elementary Principal	Lambton Kent District School Board	125106.48
Van Eerd	Thomas	Secondary Teacher	Lambton Kent District School Board	101786.69
Vandenber	Ryan	Secondary Teacher	Lambton Kent District School Board	103199.77
VanDenBossche	Tracy	Elementary Principal	Lambton Kent District School Board	125115.88
Vander Pol	Heather	Elementary Principal	Lambton Kent District School Board	125072.68
VanderGriendt	Shea-Lynn	Secondary Vice Principal	Lambton Kent District School Board	114641.2
Vandernaalt	Julianne	Elementary Teacher	Lambton Kent District School Board	102081.1
Vienneau	Diane	Secondary Teacher	Lambton Kent District School Board	101786.69
Warner	Philip	Superintendent of Education/ Occasional Teacher	Lambton Kent District School Board	111177.33
Watson	Graham	Secondary Vice Principal	Lambton Kent District School Board	119436.2
Weber	Tracy	Continuing Education	Lambton Kent District School Board	104083.62
Webster	Verna	Elementary Teacher	Lambton Kent District School Board	100492.3
Wettergreen	Carole	Elementary Principal	Lambton Kent District School Board	125052.08
White	Caroline	Secondary Vice Principal	Lambton Kent District School Board	119436.2
Wiersma	Paul	System Coordinator - Alternative/Continuing Education	Lambton Kent District School Board	132057.48
Wilbur-Smith	Beth	Elementary Principal	Lambton Kent District School Board	125038.28
Wilkinson	Coreen	Secondary Teacher	Lambton Kent District School Board	101786.69
Williams	Gordon	Secondary Teacher	Lambton Kent District School Board	100719.84
Wilson	Carla	Elementary Principal	Lambton Kent District School Board	125038.28

William	Kristyn	Secondary Teacher	Lambton Kent District School Board	1003000.14
Winarch	Jarvis	Secondary Special Project Teacher (Dual Credit) Summer Semester	Lambton Kent District School Board	1003000.65
Wong	Michael	Secondary Teacher/Summer Semester	Lambton Kent District School Board	1003000.09
Zerndag	Daphne	Elementary Principal	Lambton Kent District School Board	1003000.608
Zerndag	Donald	Secondary Principal	Lambton Kent District School Board	1003000.208

February 27, 2020

The Honourable Stephen Lecce  
Minister of Education  
22 Floor, Mowat Block,  
900 Bay Street  
Toronto, ON,  
M7A 1L2

Dear Minister Lecce:

The Lambton Kent District School Board (LKDSB) Strategic Plan is focused on student achievement and well-being. This focus has resulted in an 81% graduation rate for the LKDSB. We are concerned that changes to class size funding may significantly impact not only the commitment we have made to the students and communities we were elected to represent, but the most vulnerable of students, including those with special education needs.

The graduation rate increase can be directly attributed to improvements in individual course success rates in the locally developed/applied pathways (workplace/college), many of which will no longer be available as schools are forced to schedule classes with higher class size averages. Proposed changes in class sizes will disproportionately impact classes that traditionally have lower class sizes and are designed to support those most at risk, this includes students who graduate directly to the world of work and/or apprenticeships. While the research related to the correlation between class size and academic achievement is complex, it is likely that instructional practices within the locally developed/applied pathway courses will result in less individualized instruction, as well as reduced student participation and engagement, and increased behaviour disruptions.

In the LKDSB, secondary schools vary in size from small rural schools with fewer than 200 students, to larger urban schools with more than 1,100 students. Students who attend our smaller rural secondary schools already face significant challenges (e.g. access to high-speed internet at home, limited variety of courses to support all pathways, optional courses, etc.) and the increasing class sizes and mandatory e-Learning will only serve to exacerbate inequities in opportunities afforded to them.

Students benefit from opportunities to engage in extra-curricular activities outside of the regular school day. Involvement in musicals; choirs; bands; athletics; clubs; leadership groups; and theatrical performances helps to build confidence, supports well-being and strengthens a student's connection with their school. The inevitable loss of teaching positions due to increased class size changes will result in fewer staff available to act as coaches and supervisors for extra-curricular activities.

The Lambton Kent District School Board is a member of the Ontario Public School Boards' Association (OPSBA) and supports the efforts of OPSBA as the LKDSB bargaining agent.

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The Lambton Kent District School Board recognizes the fiscal challenges facing the province. The LKDSB appreciates the opportunity to work with the Ministry to ensure students continue to have the resources and opportunities to be successful.

The Trustees look forward to receiving your response to this letter.

Sincerely,

A handwritten signature in cursive script that reads "M. Jane Bryce".

Jane Bryce

Chair of the Board

c. Premier Doug Ford  
Deputy Minister of Education Nancy Naylor  
OPSBA  
MPP Monte McNaughton  
MPP Bob Bailey  
MPP Rick Nicholls  
LKDSB Trustees