

REGULAR BOARD MEETING AGENDA  
PUBLIC SESSION

TUESDAY, MARCH 29, 2022  
7:00 p.m.  
Sarnia Education Centre  
200 Wellington Street  
Sarnia, ON  
or Via Zoom

**A**

Page Reference

1. Call to Order
2. Approval of Agenda
3. Traditional Territorial Acknowledgement
4. Declaration of Conflict of Interest
5. Approval of the Minutes of:
  - a) February 22, 2022 Regular Board Meeting 5
6. Business Arising from the Minutes
7. Motions Emanating from the Regular Board Private Session
8. Motion that the Actions of the Regular Board Private Session be the Action of the Board.
9. Presentations:
10. Delegations:
11. Questions from the Public  
Please submit questions by noon on March 29, 2022 via email to [jaime.shannon@lkdsb.net](mailto:jaime.shannon@lkdsb.net)
12. Reports for Board Action
  - a) Trustee Determination and Distribution 10  
Director Howitt  
Report B-22-30  
Recommendation #1  
"That the Board not designate any municipality within the Board's jurisdiction as a low population municipality."  
Recommendation #2  
"That the Board approve the Final Report on the Determination and Distribution of School Board Member Positions for the 2022 Regular Election."
  - b) Policy and Regulations *Expense on Reimbursement for Staff, Trustees and Student Trustees* 16  
Superintendent McKay  
Report B-22-31  
Recommendation#1:  
"That the Board approves the review of the revised regulation on *Expense Reimbursement for Staff, Trustees and Student Trustees.*"  
Recommendation #2:  
"That the Board approves the adjustment of the mileage and per diem rates, based on current CRA guidelines, to be made effective April 1, 2022."
  - c) Tender Award – Asphalt & Roof Replacement/Restoration 31  
– Alexander Mackenzie Secondary School  
Superintendent McKay  
Report B-22-32  
Recommendation:  
"That the Board award the tender to the successful bidder,

Maaten Construction Ltd., for the Asphalt & Roof Replacement/Restoration at Alexander Mackenzie Secondary School.”		
d) Tender Award – Window & Exterior Door Replacement – Colonel Cameron Public School	Superintendent McKay Report B-22-33	32
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Elric Contractors of Wallaceburg Limited, for the Window & Exterior Door Replacement at Colonel Cameron Public School.”		
e) Tender Award – Window & Exterior Door Replacement, HVAC Upgrade & Ceiling Replacement – East Lambton Elementary School	Superintendent McKay Report B-22-34	33
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Maaten Construction Ltd., for the Window & Exterior Door Replacement, HVAC Upgrade & Ceiling Replacement at East Lambton Elementary School.”		
f) Tender Award – Phase 3 HVAC Upgrade & Classroom Renovations – Indian Creek Road Public School	Superintendent McKay Report B-22-35	34
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Intrepid General Limited for the Phase 3 HVAC Upgrade and Classroom Renovations at Indian Creek Road Public School.”		
g) Tender Award – HVAC Upgrade, Office, Staffroom, Kitchen & Classroom Renovations – McNaughton Avenue Public School	Superintendent McKay Report B-22-36	35
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Westhoek Construction Ltd., for the HVAC Upgrade, Office, Staffroom, Kitchen & Classroom Renovations at McNaughton Avenue Public School.”		
h) Tender Award – Partial Roof Replacement – Northern Collegiate Institute & Vocational School	Superintendent McKay Report B-22-37	36
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Elric Contractors of Wallaceburg Limited, for the Partial Roof Replacement at Northern Collegiate Institute & Vocational School.”		
i) Tender Award – Classroom Renovations and Window Replacement – Queen Elizabeth II P.S., Petrolia	Superintendent McKay Report B-22-38	37
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Aveiro Constructors Ltd. for the Classroom Renovations and Window Replacement at Queen Elizabeth II Public School, Petrolia.”		
j) Tender Award – Partial Roof Replacement, Window & Entrance Replacement – Thamesville Area Central School	Superintendent McKay Report B-22-39	38
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd., for the Partial Roof Replacement, Window & Entrance Replacement at Thamesville Area Central School.”		
k) Tender Award – Window Replacement – Wallaceburg District Secondary School	Superintendent McKay Report B-22-40	39
<u>Recommendation:</u> “That the Board award the tender to the successful bidder, TCI Titan Contracting Inc. for the Window Replacement at Wallaceburg District Secondary School.”		
13. Reports for Board Information:		
a) Indigenous Liaison Committee	Trustee Rising Report B-22-41	40
b) Special Education Advisory Committee Report	Trustee Barnes Report B-22-42	42
c) Ontario Public School Boards’ Association Update (OPSBA)	Trustee Fletcher	

	Oral Report	
d) Audit Committee Update	Trustee Robertson Report B-22-43	44
e) LKDSB COVID-19 Update	Director Howitt Report B-22-44	45
f) Reporting Under the Public Salary Disclosure for 2021	Director Howitt Report B-22-45	47
g) Budget Meeting Schedule for the 2022-2023 School Year	Superintendent McKay Report B-22-46	67
14. Correspondence		
15. New Business		
16. Trustee Questions		
17. Notices of Motion:		
a) Director Howitt serves Notice of Motion, "That the Board approve the following changes to the LKDSB Procedural By-Laws."		

**SECTION 1 INTERPRETATION**

1.05 "Current year" means the year during which the Chair holds office, i.e. ~~December 1, to November 30.~~  
~~November 15 to November 14.~~

**SECTION 2 THE ANNUAL ORGANIZATION MEETING OF THE BOARD**

2.2 The annual Organization Meeting shall be held at 7:00 p.m. ~~on the first Tuesday of December on November 15 if it is a Tuesday or on the first Tuesday following November 15,~~ in the Board Room in the office of the Board. On the petition of a majority of the Trustees who will comprise the Board, the Director, or their designate, shall arrange for the calling of the Annual Organization Meeting at some other specified time and date provided that the date is not later than the ~~seventh of December~~ **November 21.**

2.8 The Trustee elected Chair shall hold office during the year (~~December to November inclusive~~ **November 15 to November 14 inclusive**) and until their successor is elected.

2.15 The Signing Officers for the Board shall be the Director of Education and Secretary of the Board and the Treasurer of the Board. They shall be appointed by Board resolution at the Organization Meeting, to serve from ~~December to November~~ **November 15 to November 14** inclusive.

**SECTION 3 REGULAR AND SPECIAL MEETINGS OF THE BOARD**

3.14 Delegations

Any person from the community or community group ~~wishing who may wish~~ to address the Board ~~on issues of concern to the education system~~ shall give seven ~~working-business~~ days' notice electronically or in writing to the Secretary of the Board ~~or designate~~ and shall indicate the matter or issue they wish to speak to and provide an electronic or printed copy of their presentation with their request. Requests received without supporting documentation will not be considered. The Chair, Vice-Chair and Director of Education will review all requests at the Agenda Review Meeting prior to the Board Meeting and determine if the request will be placed on the Board Agenda ~~and if so whether the topic is for the Public agenda or Private Session (see by-law 3.13 Meetings in Private Session).~~ ~~Individuals or groups may be limited to one presentation to the Board on a given topic in a school year.~~ ~~Delegations should address the concern identified in the presenters' application. If materials presented differ substantially from the written submission, the Chair has the right to rule the presentation out of order. At the conclusion of the delegation presentation, Trustees may ask questions of clarification.~~

3.15 Time Limitation

Approved requests from community members or groups shall have ten minutes to address the Board. If more than eight presentations are requested, the Chair may schedule a Special Board Meeting to hear the presentations/delegations.

3.16 **Public Gallery Closed**

~~If the Public Gallery is closed, arrangements will be made for the delegation to present remotely.~~

3.4617 **Posing Questions at Meetings**

In addition to the foregoing, 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 their designate shall answer the question if the information is immediately available or send a written reply following the meeting ~~with this response shared during business arising at a subsequent meeting; and~~

- c) the questioner may ask a follow-up question for clarification; and
- d) the questioner shall not address confidential personal, property, legal or negotiation matters.

3.4718 The ~~Board~~ Chair may limit the number of questioners and questions as it sees fit.

3.19 Public Gallery Closed

If the Public Gallery is closed, questions must be submitted through email to the Secretary of the Board or designate by noon on the day of the Board Meeting.

**SECTION 7 RULES OF ORDER**

7.4 After a motion is seconded and stated by the Chair, it shall be deemed to be in the possession of the Board, but may be withdrawn by the mover, with the consent of the Boar before being put to a vote.

18. Announcements

a) The next Regular Board Meeting will be held on Tuesday, April 12, 2022 at the Chatham Regional Education Centre at 7:00 p.m.

19. Adjournment

**PRESENT:**

**Trustees:** Chair Randy Campbell, Vice-Chair Derek Robertson, Greg Agar, Janet Barnes, Jane Bryce, Ruth Ann Dodman, Jack Fletcher, Malinda Little, Scott McKinlay, and Lareina Rising

**Staff:** Director of Education John Howitt, Superintendent of Business Brian McKay, Superintendents of Education, Angie Barrese, Gary Girardi, Ben Hazzard, Helen Lane, Mary Mancini, Mark Sherman and Public Relations Officer Heather Hughes

**Regrets** Dave Douglas, Scott McKinlay

**Student Trustees:** Brianne Machan, Taryn Jacobs, Kate Martin

**Recording Secretary:** Bonnie Gotelaer, Executive Assistant to the Director

**Call to Order:** Chair Campbell called the meeting to order at 7:04 p.m.

**#2022-31** Moved by Greg Agar, seconded by Ruth Ann Dodman,

**Approval of the Agenda**

“That the Agenda for the Regular Board Meeting of February 22, 2022 be approved.”

**CARRIED.**

Student Trustee Brianne Machan read the Traditional Territorial Acknowledgement.

**Declaration of Conflict of Interest** None

**#2022-32** Moved by Jack Fletcher, seconded by Jane Bryce,

**Approval of the Minutes**

**Feb/8/2022**

“That the Board approve the Minutes of the Regular Board Meeting of February 8, 2022.”

**CARRIED.**

**Business Arising** None

**Motions Emanating from the Regular Board Private Session** None

**#2022-33** Moved by Derek Robertson, seconded by Janet Barnes,

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

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

**CARRIED.**

**Presentation** Superintendent Helen Lane introduced LKDSB Inclusive Diversity Consultant Candice Fung and congratulated her on being the recipient of the Ontario Black History Society’s Mary Matilda Winslow Award.  
**Black History Month** Candice Fung began her presentation noting Uncle Tom’s Cabin and virtual tours and exhibits provided by the Buxton National Historic Site & Museum.

She noted students have been investigating the long Canadian history of Canada. She noted the awareness of writers, mathematicians, inventors, scientists in the world and bringing attention to their contributions the black community has provided aids in fighting anti-black racism. Some schools are celebrating joy and pride through black literature, learning about emotions and challenges elicited by discrimination. Ms. Fung noted connections to link to history are prevalent and explained as an example that Chatham Kent Secondary School is highlighting black musicians during morning announcements and various schools' activities reflecting Black Canadian History. She explained LKDSB staff have been provided with a list of videos and resources and school libraries are showcasing Black Authors and stories of challenges. The Black History/Anti-Black Racism Google Classroom provides teacher ready resources and opportunities for the almost six hundred educators who have signed up for this classroom. Ms. Fung described the February edition of the Inclusive Diversity Newsletter which provides strategies to identify gaps in knowledge of Black history, Black struggles and Black contributions to the academic disciplines being taught. Ms. Fung provided a description of the Black Student Voices affinity group where students meet to share experiences.

Presentation  
Director of Education's  
Snapshots of Excellence

Director Howitt noted congratulations to Candice Fung in receiving the Ontario Black History Society's Mary Matilda Winslow Award.

Director Howitt noted the Director's Snapshots of Excellence depict students returning to face to face learning and engaging in activities preparing for the Winter Break, which included receiving donations of backpacks, school supplies and winter gear. Students and schools enjoy giving and different donation avenues were explored.

Director Howitt indicated there was a period of remote learning in January with face to face learning returning on January 17, 2022 in time to enjoy some outside play in the snow. He noted registration for students who will be new in the fall occurred on the professional development day. He indicated this allowed the new registrants and their families an opportunity to see their classroom. Director Howitt explained that some parents were registering their second child in school and had not seen where their child currently registered has been learning as the opportunities that traditionally allow parents to come in were not available.

Director Howitt noted the Winter Olympics provided math and language activities to engage students. He indicated student achievement awards provided by the Ontario Secondary School Teacher's Federation (OSSTF) were awarded with poetry and artwork submissions. Director Howitt noted the new mural of the North Lambton Secondary School eagle mascot.

February is Black History and African Heritage month and as noted by Director Howitt, schools had displays and activities including a daily trivia question that was designed as a scavenger hunt.

Director Howitt noted learning that students engage in includes hands on technology creating electrical circuits and the use of coding. He noted as winter weather progressed students could create snowmen and snow sculptures. He explained that some seniors in long term care settings and Bluewater Health received valentines made by students.

Director Howitt explained a virtual painting lesson by Moses Lunham helped students learn different painting techniques. He also explained that the John McGregor Secondary School technology class has been creating garden tools and in their greenhouse, plants are showing signs of blooms.

Delegations	None
Questions from the Public	None
#2022-34 2022/2023 Student Trustee and Indigenous Student Trustee Appointments Report B-22-23	Moved by Jack Fletcher, seconded by Greg Agar,  Director Howitt noted the election was held with outstanding candidates and the acclimation of the Indigenous Student Trustee.  “That the Board approve the election of Kobee Soney, Indigenous Student Trustee and, Alizah Ali and Tristan Nemcek, Student Trustees, for the 2022/2023 school year.”  CARRIED.
#2022-35 Tender Award – Classroom Renovation, HVAC Upgrade & Accessibility Ramp Replacement – A.A. Wright Public School Report B-22-24	Moved by Jane Bryce, seconded by Malinda Little,  Superintendent McKay noted this to be a tender award for classroom renovation, HVAC and replacement of accessibility ramps at A. A. Wright Public School. He noted Westhoek Construction bid \$725,345 plus design fees of \$65,64372 and \$17,085.36 HST for a total project of \$808,074.08. He indicated \$608,074.08 was to be funded using School Condition Improvement Funding and \$200,000 was to be funded using School Renewal funds.  “That the Board award the tender to the successful bidder, Westhoek Construction Ltd. for the classroom refresh, new HVAC and replacement of accessibility ramps at A.A. Wright Public School.”  Superintendent McKay noted the cost is up 35% over an eight-month period from initial planning to final estimates and tender results were submitted. He noted it is concerning with the changes in the pricing market and HVAC and electronic equipment needs to be planned carefully for a summer completion. Superintendent McKay indicated part of the overall planning is included in the LKDSB Accessibility Report as well as goals for future years for accessibility.  CARRIED.
Ontario Public School Boards’ Association Update (OPSBA)	Trustee Fletcher noted the OPSBA Board of Directors meeting will be held the evening of Friday, February 25 and morning of Saturday, February 26 2022 and noted he would provide further information.
Parent Involvement Committee Report Report B-22-25	Director Howitt noted consultation for the Student Demographic Census with the Parent Involvement Committee (PIC). He noted there will be a virtual workshop provided by PIC on April 28, 2022 at 6:00 p.m. with Yassmin Abdel-Magied with a TED Talk presentation. This will focus on her personal experience in skilled trades and denotes positive messaging for people to recognize themselves and what is within them. He encouraged Trustees to join the workshop.
CLASS School Site Plans Report B-22-26	Superintendent McKay noted CLASS has been working on Standardized School Site Traffic Management Plan. He noted each school is unique with traffic including vehicles, buses, walkers and bikers and noted many schools have become very congested. He explained this is a safety focus endeavour in which a standardized instrument was developed for the purpose of “housing” individual plans for all schools of both CLASS member Boards. The

template development was leveraged to address specific school site details pertaining to traffic flow, pedestrians, school buses, parking, and access points. He noted CLASS started to develop site management plans in dealing with traffic and that this has been helpful for municipal partners for use of the information CLASS has gathered for their own traffic plans with schools. Superintendent McKay noted the links included in the report providing information by clicking on the arrow for the LKDSB all schools which will then provide a site plan. He indicated that there is encouragement for walking and bicycling to increase active ways for students to get to school.

Superintendent McKay noted each school site is marked up to display items such as Fire Route, Main School Entrance, Child Care Entrance, Accessible Parking, Vehicle Access, School Bus Loading Zone and displays active travel using pedestrian paths and sidewalks. The format is the same for elementary and secondary schools and provides a resource for principals to communicate with their school community.

Superintendent McKay confirmed it would be a collaborative process with the architects consulting with CLASS. The CLASS school site plans will be followed and will collaborate with the municipality with the addition of sidewalks to ensure safety for students walking to school.

LKSB COVID-19 Report  
Report B-22-27

Director Howitt noted items such as Kindergarten registration and extra-curriculars continue to become fluid and are beginning to restart. He noted it is a time of some relaxation of some protocols but not all. Guidance that takes place within communities may not have been adjusted in the schools by the Chief Medical Officer of Health and explained there are two different guidance documents and the LKDSB follows the school and child care guidance. He noted communication to assist schools will occur. Director Howitt noted the public gallery is open to the public and is back to full capacity. He explained the Vaccine Passport is still a requirement to attend an LKDSB Board meeting and noted it may be lifted in the near future.

Correspondence

None

New Business

None

Trustee Questions

A question was asked about the financial implications due to the changes detailed in an article found on the People for Education (PES) website. Director Howitt responded that the LKDSB will continue to offer courses through the OELC and provide courses to students in other boards. He noted that the more classes in an eLearning environment impacts the number of students attending in-person classes. He explained many LKDSB students already participate in OELC courses particularly in the smaller, rural schools. Director Howitt was pleased that of the two mandatory credits one credit in grade 10 is granted already due to the remote learning and that parents have the option to opt out as a graduation requirement. He explained actual costs will not be available until the technical paper is received.

In regard to National Human Trafficking Awareness Day and how it is included in the curriculum, Superintendent Girardi confirmed the Ministry of Education has made it mandatory for every board across the province to develop an Anti-Sex Protocol and Procedure. He noted the administrative procedure is on the board website and the Board is still in consultations with its community partners. He noted the discussion regarding curriculum is important, and the Physical



Education courses have a health component, but additional workshops help support and protects students by promoting awareness. He noted the training is important and there is a need to understand where and when these items will be introduced to our students.

Superintendent Barrese confirmed PPM 81 Provision of Health Support Services in a School Setting outlines responsibilities of school boards, Ministry of Health Long-term care and Ministry of Community and Social Services for ensuring students with special education needs receive supports and services required to attend school. She noted there have been consultations with community partners in the past as updates were necessary. They have been asked to provide updates to the PPM in health services and the delivery of health services and rehabilitation service, and the proposed changes are extensive in both components. She noted the school board provided the Ministry of Education with feedback and the Superintendents of Special Education met with the Assistant Deputy Minister to provide feedback and concerns. She noted the implementation timing is problematic to school boards and the changes to staff requirements will be significant. She explained the Special Education Advisory Committee (SEAC) has had several letters sent by other SEAC groups outlining their concerns and local Children’s Treatment Centre has offered to meet to provide information about structures currently in place. SEAC has suggested they would create a letter of concerns if they felt it was warranted.

Notices of Motion

None

Announcements

The next Regular Board Meeting will be held on Tuesday, March 29, 2022 at 7:00 p.m. at the Sarnia Education Centre and available via Zoom.

Adjournment

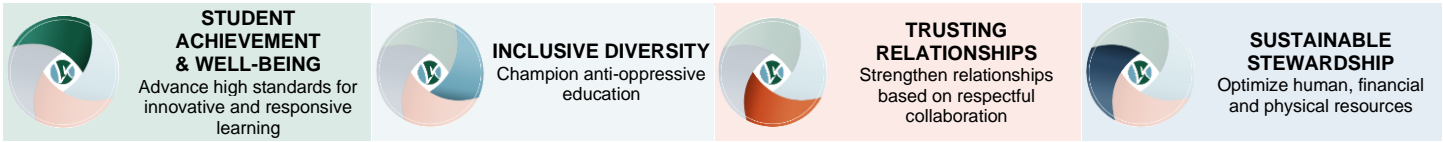
There being no further business of the Board, Chair Campbell remarked that he wishes all attendees stay healthy and safe and declared the Meeting adjourned at 8:23 p.m.

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Chair of the Board

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Director of Education and  
Secretary of the Board



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

**DATE: March 29, 2022**

**SUBJECT: Final Report on the Determination and Distribution of School Board Trustee Positions for the 2022 Regular Election**



The Ministry of Education recently released the Trustee Determination and Distribution Guide for Ontario District School Boards, 2022.

The rules governing the number and distribution of trustee positions are found in Section 58.1 of the Education Act, and in Ontario Regulation 412/00 - Elections to and Representation on District School Boards.

School boards are required to calculate trustee determination and distribution by March 31, 2022. These reports are to be submitted to the Ministry of Education and municipal clerks by April 3, 2022. Data provided by the Municipal Property Assessment Corporation (MPAC) is used to complete the necessary calculations.

Attached is the LKDSB Report on the Determination and Distribution of School Board Member Positions for the 2022 Regular Election.

The population tables indicate a similar distribution of the electoral population as in the 2018 election. There have been no significant changes. A change in determination and distribution of trustees is not being recommended. The data presented indicates that there is not a need to designate any areas as low population municipalities. District school boards in northern Ontario have designated certain low population areas to provide the under populated areas with appropriate representation on district boards. The designation of a low population area results in the same number of trustees, distributed in a different manner.

**Recommendation #1:**

**"That the Board not designate any municipality within the Board's jurisdiction as a low population municipality."**

**Recommendation #2:**

**"That the Board approve the Report on the Determination and Distribution of School Board Member Positions for the 2022 Regular Election."**

# Trustee Determination & Distribution Calculator

## Trustee Determination

### Submitted Data

District School Board	Lambton Kent District School Board
Population of Board's Electoral Group	155,413
The final day school average daily enrolment from your board's 2021-22 Estimates data	19,543.67

### Result

Data	Source	Figure
1. Population of electoral group	MPAC (PEG Report)	BOX 1 <b>155,413</b>
2. Board area	<a href="#">TABLE 1, O. Reg. 412/00</a>	BOX 2 <b>5,505</b>
3. Board density	Population divided by area	BOX 3 <b>28.2312</b>
4. Dispersal factor	<a href="#">TABLE 5, O. Reg. 412/00</a>	BOX 4 <b>0.0</b>
5. Number of population-based trustees	<a href="#">TABLE 2, O. Reg. 412/00</a>	BOX 5 <b>10</b>
6. Additional density-based trustees	Refer to <a href="#">TABLE 3, O. Reg. 412/00</a> using board density figure	BOX 6 <b>0</b>
7. Additional density-based (area adjusted) trustees	Refer to <a href="#">TABLE 4, O. Reg. 412/00</a> using board density figure	BOX 7 <b>0</b>
8. Lesser of BOX 6 and BOX 7	Refer to rules set out in <a href="#">O. Reg. 412/00, s.3</a>	BOX 8 <b>0</b>
9. Additional trustees based on dispersal factor	Refer to rules set out in <a href="#">O. Reg. 412/00, s.3</a> , using Dispersal factor	BOX 9 <b>0</b>

10.	Total number of additional trustees (greater of BOX 8 and BOX 9)	Refer to rules set out in <a href="#">O. Reg. 412/00, s.3</a>	BOX 10	<b>0</b>
11.	Minimum number of population-based trustees plus additional trustees	Refer to rules set out in <a href="#">O. Reg. 412/00, s.3</a>	BOX 11	<b>10</b>
12.	Minimum number of enrolment-based trustees	Refer to rules set out in <a href="#">O. Reg. 412/00, s.3</a>	BOX 12	<b>7</b>
<b>Number of elected trustees = The greater of BOX 11 and BOX 12</b>				<b>10</b>

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# Trustee Determination & Distribution Calculator

## Trustee Distribution

### Submitted Data

District School Board	Lambton Kent District School Board
Population of Board's Electoral Group	155,413
Number of elected trustees (If your board has passed a resolution to reduce its trustee positions, pick a new number from the drop-down menu)	10

### Trustee Distribution – Template A

Column 1 Name of Municipality / Ward	Column 2 Electoral Group Population	Column 3 Electoral Quotient
Chatham-Kent Municipality	68,401	4.401
St Clair Township	10,253	0.66
Dawn-Euphemia Township	1,558	0.1
Brooke-Alvinston Municipality	1,893	0.122
Enniskillen Township	2,292	0.147
Oil Springs Village	554	0.036
Petrolia Town	4,129	0.266
Sarnia City	48,292	3.107
Point Edward Village	1,368	0.088
Plympton-Wyoming Town	5,926	0.381
Warwick Township	2,293	0.148
Lambton Shores Municipality	8,454	0.544
<b>TOTALS</b>	<b>155,413</b>	<b>10</b>

Trustee Distribution for 2022 Election

Population of Electoral Groups

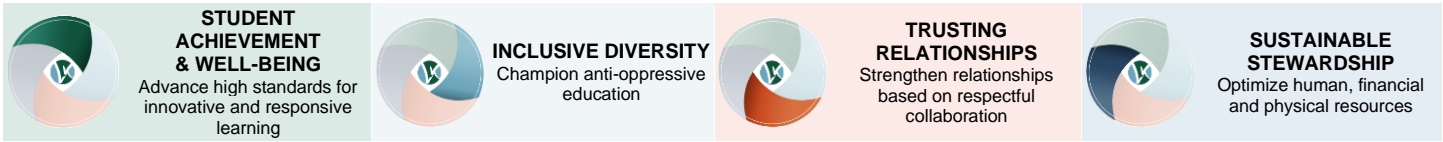
English Public School Supporters  
Trustee Allocation

155,413  
10

February 8, 2022

Municipalities	English Public Electoral Group	Electoral Quotient	Actual Trustee Allocation	Area in Square km
Lambton Shores Municipality	8454	0.544		
Plympton/Wyoming Township	5926	0.381		
Warwick Township	2293	0.148		
<b>North Lambton Total</b>	<b>16673</b>	<b>0.107</b>	<b>1</b>	
St. Clair Township	10253	0.66		
Brooke/Alvinston Township	1893	0.122		
Oil Springs Village	554	0.036		
Petrolia	4129	0.266		
Enniskillen Twp.	2292	0.147		
<b>Central Lambton Total</b>	<b>19121</b>	<b>0.123</b>	<b>1</b>	
Point Edward	1368	0.088		
Sarnia	48292	3.107		
<b>Total</b>	<b>49660</b>	<b>0.32</b>	<b>3</b>	
(South Lambton) Dawn- Euphemia Twp.	1558	0.1		
(North Kent) Dresden, Chatham Twp, Dover Twp	7890	0.051		
Wallaceburg	6373	0.041		
<b>South Lambton &amp; North Kent Total</b>	<b>15821</b>	<b>0.102</b>	<b>1</b>	
<b>Chatham Total</b>	<b>28003</b>	<b>0.18</b>	<b>2</b>	
Raleigh Township, Harwich Township, Blenheim, Village of Erie Beach, Erieau	10742	0.069		
<b>South Kent Total</b>				

<b>Municipalities</b>	<b>English Public Electoral Group</b>	<b>Electoral Quotient</b>	<b>Actual Trustee Allocation</b>	<b>Area in Square km</b>
Howard Township, Ridgetown, Orford Township, Highgate Township, Zone Township, Bothwell, Camden Township, Thamesville <b>East Kent Total</b>	7918	0.051		
Tilbury Town, Tilbury East Twp. Wheatley, Romney Township <b>West Kent Total</b>	7475	0.048		
<b>East, South, West Kent</b>				
<b>Total</b>	<b>26135</b>	<b>0.168</b>	<b>2</b>	
<b>GRAND TOTAL</b>	<b>155,413</b>	<b>10</b>	<b>10</b>	<b>5,505</b>



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

**DATE: March 29, 2022**

**SUBJECT: Policy and Regulation - Expense Reimbursement for Staff, Trustees, and Student Trustees**



The policy and regulation on Travel and Expense Reimbursement for Staff, Trustees and Student Trustees have been reviewed as part of the LKDSB cyclical review.

No changes are recommended for the policy.

The following changes and additions are reflected in the regulation:

- Meal expenses will now use the Canada Revenue Agency meal allowance rates. The following chart compares the Board's current per diem allowances with the latest CRA per diem allowances for meals. The rates include taxes and gratuities. Note that the Board has not changed meal per diems since 2017.

	Current Rates	CRA rates
Breakfast	\$19.49	\$21.35
Lunch	25.99	21.60
Dinner	32.49	53.00
<b>TOTAL:</b>	<b>\$77.97</b>	<b>\$95.95</b>

- The Board has created an electronic expense report and an associated Expense Report User Guide. Many of the instructional components of the regulation have been removed as they are included in the User Guide.
- The regulation now references the use of P-Cards. The impact of P-Card usage has impacted the expense reimbursement process which is now reflected in the regulation.
- Various updates to language have been made in the regulation.

The second recommendation is for a mileage and meal per diem adjustment to occur as at April 1, 2022. Recent increases to gas and meal prices support a mid-year adjustment to these two rates. Future rate changes would continue to occur on September 1<sup>st</sup> of each fiscal year. The regulation does include a new provision that would allow for mid-year rate changes to occur if CRA rates move significantly. The current CRA mileage allowance, as compared to the mileage rate instituted by the Board in September 2021 is as follows:

	Current Rates	Proposed Rate
Per km – first 5000 km	\$0.59	\$0.61
Per km – additional	0.53	0.55



**Recommendation #1:**

**“That the Board approves the review of the revised regulation on Expense Reimbursement for Staff, Trustees and Student Trustees.”**

**Recommendation #2:**

**“That the Board approves the adjustment of the mileage and per diem rates, based on current CRA guidelines, to be made effective April 1, 2022.”**



## POLICY

**SUBJECT: Expense Reimbursement for Staff, Trustees, and Student Trustees**

It is the policy of the Lambton Kent District School Board to fairly and equitably reimburse employees, trustees, student trustees and approved Board committee members (volunteers) for necessary and reasonable business travel expenses including use of their vehicles while on approved Board business.

Implementation Date: October 28, 1998  
Revised: September 26, 2000  
Reviewed: September 27, 2005  
Revised: March 27, 2007  
Revised: January 26, 2010  
Revised: August 27, 2013  
Revised: May 23, 2017  
**Revised: March 29, 2022**

Reference: LKDSB Regulations and Administrative Procedures  
Ministry of Education School Board Expenditure Guidelines  
Canada Revenue Agency



## REGULATIONS

**SUBJECT: Expense Reimbursement for Staff, Trustees and Student Trustees**

### Claim Process:

- 1.1 The Board will reimburse employees, trustees, student trustees, and approved Board committee members (volunteers) for travel related expenditures submitted on ~~a-the LKDSB~~ electronic Board Expense Report ~~form~~ accompanied by original itemized receipts, where appropriate. Appropriate approval from the budget holder must be obtained before incurring the expense.
- 1.2 Expense Reports (Appendix A) are to be fully completed by all staff who incur expenses while on Board-approved business, in accordance with the Expense Report User Guide. Expenses should be submitted at least quarterly and no more frequently than monthly. Claims should not span more than one school year. Expenses must be claimed during the appropriate budget year (Sept. 1 through Aug. 31). After the close of the August 31<sup>st</sup> year end, expense claims are to be submitted within 5 business days.
- 1.3 The reimbursement of expenses will include, but are not limited to, actual out-of-pocket expenses incurred for:
  - a) Courses, conferences or workshop registration fees where a purchasing card cannot be used to pay for the registration;
  - b) Hotel room charges for accommodation in a standard room where the employee does not have a purchasing card and the employee does not regularly travel— no additional reimbursement will be made for suites, executive floors, or concierge levels;
  - c) Meals as outlined under “Meal Expenses” (if not included as part of event registration fees);
  - d) Tips and gratuities to a maximum of 15%;
  - e) Business telephone calls;
  - f) Taxi receipts;
  - g) Supervisor approved car rental, when a rental vehicle is more economical than the use of a personal vehicle and where the employee does not have a purchasing card;
  - h) Public transportation;
  - i) Necessary parking and toll fees; and
  - j) Other business expenses\_-(e.g. internet).
- 1.4 The following items will not be reimbursed:
  - a) Recreational costs (e.g. fitness facilities, video/game rentals, mini-bar charges, etc.);
  - b) Movies;
  - c) Alcoholic beverages;

**EXPENSE REIMBURSEMENT**

**REGULATIONS NO. R-BU-502-17**

- d) Charges incurred by a guest;
- e) Parking or traffic tickets;
- f) Specific automobile expenses ~~(reimbursed per kilometer charge); and~~
- g) Gift cards or gift certificates; ~~and-~~
- h) Non-travel related expenses that should be purchased via purchasing card or purchase order

1.5 Claimants are required to repay any overpayments that may have been made in error. This may be resolved by deducting the amount from a subsequent expense claim.

1.6 Cash advances are not permitted.

~~1.7 Attach original, itemized receipts are to be submitted with to the Expense Report for all expenses being claimed for accommodation, registration fees, meals (if applicable) and transportation. Photocopies of receipts or credit/debit card slips are not acceptable as they do not provide sufficient original detail to authorize payment or meet audit requirements.~~

1.7  
1.8 All receipts that involve a group should clearly indicate on the back of the receipt who was in attendance for the claim to be processed.

~~1.9 Provide the appropriate account code in the area titled 'Account Distribution'.~~

Travel Expenses:

2.1 The Board will use Canada Revenue Agency vehicle kilometer rates for Ontario and the rates will be reviewed annually as part of the Board's budget process.

~~2.2 Employees will be reimbursed for eligible, actual kilometers travelled, on Board business. The rate per kilometer to be used for claims is based on the Canada Revenue Agency's (CRA) definition of a reasonable rate. The rate will be reviewed and set by the Department of Finance on an annual basis on September 1<sup>st</sup>, and may be reviewed more frequently should rates move significantly during the year. Updates to the rate per kilometer, when applicable, will occur on September 1<sup>st</sup> of each budget year. The rate is set by the Department of Finance on an annual basis and is reflected in the below table:~~

~~These rates are effective September 1, 2017~~

<del>Kilometers</del>	<del>Allowance Rate</del>
<del>≤5,000 km</del>	<del>\$0.54/km</del>
<del>&gt;5,000 km</del>	<del>\$0.48/km</del>

- ~~The following rates remain in effect until August 30, 2017:~~
- ~~• \$0.49 per kilometer for individuals who are required to use their vehicle on a regular basis; and~~
- ~~• \$0.41 for individuals required to use their vehicle on an occasional basis.~~

2.3 If applicable, complete the Travel Log, on page two, of the Expense Report form, and transfer the total kilometers to the "Travel" area on the front of the form. All columns must be completed for the claim to be processed including the purpose and the number of kilometers.

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**EXPENSE REIMBURSEMENT**

**REGULATIONS NO. R-BU-502-17**

2.42.2 LKDSB ~~Allowable Kilometers~~ allowable kilometers set up in the Expense Report spreadsheet (Appendix B) must be used when claiming kilometers between locations within the LKDSB ~~district~~.

2.52.3 In accordance with CRA guidelines, travel between home and regular place of employment (LKDSB assigned job site or home location) are considered personal. Each employee's regular place of employment will generally be determined at the beginning of each school year. Changes to an employee's regular place of employment for determining mileage claims shall be approved by the appropriate Superintendent in consultation with the Superintendent of Business and/or Manager of Finance.

## EXPENSE REIMBURSEMENT

## REGULATIONS NO. R-BU-502-17

~~2.62.4~~ When an employee travels directly from home to a meeting or job site that is not their regular assigned job site or home location ~~(not regular assigned job site or home location)~~, the employee will claim the distance from home to the meeting or job site (not regular assigned job site or home location). For greater clarity reimbursement for travel is eligible for:

- travel from home directly to a location other than the employee's assigned job site or home location and vice versa;
- travel from the employee's assigned job site or home location to another location which is either another LKDSB property or to another location, while on Board business (i.e. Ministry meeting);
- travel between other sites (not assigned job site or home location) while on Board business.

~~2.72.5~~ Employees that start their day at a different Board job site (i.e. Itinerant teachers) will claim travel expenses as follows:

- Kilometers travelled from home to their first LKDSB job site for the day and kilometers travelled from their last LKDSB job site for the day to home are not eligible kilometers for reimbursement.
- Kilometers travelled from their first job site to other LKDSB locations are eligible for reimbursement

~~2.8~~ Travel outside the Province or Country must be preapproved by the employee's supervisor.

~~2.92.6~~ Shared transportation is encouraged, when appropriate. Only the vehicle operator can claim the kilometer allowance.

~~2.402.7~~ Reimbursement is provided for parking and highway tolls, when on board-Board business.

~~2.442.8~~ Where modes of travel, other than private automobile are chosen as appropriate, expenses incurred will be approved at the economy rate.

~~2.422.9~~ Individuals must satisfy themselves whether their motor vehicle insurance coverage should include business use of their vehicles. Individuals driving a personal vehicle on board-Board business cannot make claims to the board-Board for damages as a result of collision or breakdown.

~~2.432.10~~ Reimbursement for travel is not eligible for:

- the distance traveled from home to assigned LKDSB site or home location or vice versa;
- travel between locations when two or more positions are held at an employee's option;
- professional development activities, held specifically within our Board at a Board owned site or location, ~~for participants on professional development as identified in the school year calendar;~~
- unauthorized travel;
- traffic or parking violations.

**EXPENSE REIMBURSEMENT**

**REGULATIONS NO. R-BU-502-17**

## EXPENSE REIMBURSEMENT

REGULATIONS NO. R-BU-502-17

### Meal Expenses:

~~3.1~~ The Board will use Canada Revenue Agency meal allowance rates for travel in Canada (all provinces) which includes taxes and gratuities. The rates will be reviewed annually as part of the Board's budget process.

~~3.1.2~~ If applicable, complete the per diem meal section of the travel log in the LKDSB electronic Expense Report, Meal Log, on page three, of the Expense Report form, and transfer the total meal expense to the "Meal" area on the front of the form. All columns must be completed for the claim to be processed, including the purpose.

~~3.2.3~~ If a group of employees is eating a meal together, each individual employee is responsible for claiming their own per diem. ~~s should request separate itemized receipts for submission with their expense claims.~~

~~3.3.4~~ Where meals are included in the costs of conferences or meetings, meal expenses will not be reimbursed.

~~3.4.5~~ The reimbursement of alcohol is not permitted.

### Guideline to Meal Expenses:

~~Reasonable and appropriate actual meal expenses will be reimbursed if the expenditure is incurred when the individual is on Board business.~~

~~Meal expenses can be claimed by employees in either of the following methods:~~

~~a) detailed receipts are provided for meals up to the maximum allowable expense (before taxes and gratuity),~~

~~or~~

~~b) if the maximum allowable expense per meal is being claimed, no receipts are required.~~

### Meal Allowances:

~~Breakfast — \$15.00~~

~~Lunch — \$20.00~~

~~Dinner — \$25.00~~

~~Total claim not to exceed \$60 (before taxes & gratuity). Maximum gratuity allowed is 15%.~~

~~For a full day of meal claims (breakfast, lunch and dinner) individuals have the discretion to allocate the daily three meal rate among meals.~~

### Registration Fees:

4.1 Registration fees for conferences and workshops must be supported by a detailed registration package providing dates and details of meals included and must be supported by original invoices.

4.2 If the event registration fee includes meals, employees will only be reimbursed for meals not provided as part of the event package.

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**EXPENSE REIMBURSEMENT**

**REGULATIONS NO. R-BU-502-17**

Approval Process:

5.1 With the exception of the Chair of the Board, the direct supervisor of the employee is responsible for electronically approving the expense report. The Vice-Chair of the Board or designate will approve the expense report for the Chair of the Board.

~~5.1 Approval of Expense Reports is to be secured as follows:~~

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<u>Initiator of Expense Report</u>	<u>Approved by</u>
<del>• Chair of the Board</del>	<del>Vice-Chair of the Board</del>
<del>• Trustees</del>	<del>Chair of the Board</del>
<del>• Director of Education</del>	<del>Chair of the Board</del>
<del>• Superintendents</del>	<del>Director of Education</del>
<del>• Principals</del>	<del>Superintendent of Education</del>
<del>• All Other School Staff</del>	<del>Principal/Superintendent**</del>
	<small>[**approval by Superintendent required if claim affects a central budget account)</small>
<del>• All Staff Reporting directly to a Superintendent</del>	<del>Director of Education/Superintendent</del>
<del>• All Other Board Office Staff</del>	<del>Manager</del>

5.2 Approvers are accountable for their decisions, which should be:

- Subject to good judgment and knowledge of the situation;
- Exercised in appropriate circumstances; and comply with the principles and mandatory requirements set out in this regulation.

5.3 The Financial Services department will monitor claims for compliance with these regulations and will return any non-compliant claims to the person authorizing the claim for follow-up. The Financial Services department is not authorized to make reimbursement unless the required approvals are present. On all disputed claims, the final decisions on all expense submissions shall be made by the Superintendent of Business.

5.4 Reimbursement will be by means of electronic funds transfer ~~and not through payroll.~~

5.5 Expenses for a group can only be claimed by the most senior person present – expenses cannot be claimed by an individual that are incurred by his/her approver.

~~5.5 (e.g. Superintendent who reports to the Director cannot submit a claim that includes the cost of the Director's lunch even if they were at the same event, with the result that the Director would thereby approve his/her own expense).~~

~~Approvers will provide pre-approval for expenses that may be incurred in the performance of Board business. Expense claims will require appropriate documentation.~~

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5.6 Electronic Expense Reports need to be properly submitted in accordance with the LKDSB Expense Report User Guide. Individuals must submit the approved Expense Report form, with original itemized receipts attached, to the Accounts Payable Department, Chatham Regional Education Centre.

~~5.7 This regulation also applies to expenses incurred through the use of Board Purchasing Cards.~~

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**EXPENSE REIMBURSEMENT**

**REGULATIONS NO. R-BU-502-17**

Implementation Date: November 15, 2000

Revised: December 2005, May 3, 2011, October 1, 2013, May 23, 2017, [March 29, 2022](#)

References: [\\_\\_\\_\\_\\_](#) LKDSB Policy, Canada Revenue Agency



# REGULATIONS

**SUBJECT: Expense Reimbursement for Staff, Trustees and Student Trustees**

## Claim Process:

- 1.1 The Board will reimburse employees, trustees, student trustees, approved Board committee members (volunteers) for travel related expenditures submitted on the LKDSB electronic Expense Report accompanied by itemized receipts, where appropriate. Appropriate approval from the budget holder must be obtained before incurring the expense.
- 1.2 Expense Reports are to be fully completed by all staff who incur expenses while on Board-approved business, in accordance with the Expense Report User Guide. Expenses should be submitted at least quarterly and no more frequently than monthly. Claims should not span more than one school year. Expenses must be claimed during the appropriate budget year (Sept. 1 through Aug. 31). After the close of the August 31<sup>st</sup> year end, expense claims are to be submitted within 5 business days.
- 1.3 The reimbursement of expenses will include, but are not limited to, actual out-of-pocket expenses incurred for:
  - a) Courses, conferences or workshop registration fees where a purchasing card cannot be used to pay for the registration;
  - b) Hotel room charges for accommodation in a standard room where the employee does not have a purchasing card and the employee does not regularly travel– no additional reimbursement will be made for suites, executive floors, or concierge levels;
  - c) Meals as outlined under “Meal Expenses” (if not included as part of event registration fees);
  - d) Tips and gratuities to a maximum of 15%;
  - e) Business telephone calls;
  - f) Taxi receipts;
  - g) Supervisor approved car rental, when a rental vehicle is more economical than the use of a personal vehicle and where the employee does not have a purchasing card;
  - h) Public transportation;
  - i) Necessary parking and toll fees; and
  - j) Other business expenses (e.g. internet).
- 1.4 The following items will not be reimbursed:
  - a) Recreational costs (e.g. fitness facilities, video/game rentals, mini-bar charges, etc.);
  - b) Movies;
  - c) Alcoholic beverages;

## EXPENSE REIMBURSEMENT

## REGULATIONS NO. R-BU-502-17

- d) Charges incurred by a guest;
- e) Parking or traffic tickets;
- f) Specific automobile expenses
- g) Gift cards or gift certificates; and
- h) Non-travel related expenses that should be purchased via purchasing card or purchase order

1.5 Claimants are required to repay any overpayments that may have been made in error. This may be resolved by deducting the amount from a subsequent expense claim.

1.6 Cash advances are not permitted.

1.7 Itemized receipts are to be submitted with the Expense Report for all expenses being claimed for accommodation, registration fees, and transportation.

1.8 All receipts that involve a group should clearly indicate who was in attendance for the claim to be processed.

### Travel Expenses:

2.1 The Board will use Canada Revenue Agency vehicle kilometer rates for Ontario and the rates will be reviewed annually as part of the Board's budget process.

2.2 Employees will be reimbursed for eligible, actual kilometers travelled, on Board business. The rate per kilometer to be used for claims is based on the Canada Revenue Agency's (CRA) definition of a reasonable rate. The rate will be reviewed and set by the Department of Finance on an annual basis on September 1<sup>st</sup>, and may be reviewed more frequently should rates move significantly during the year.

2.3 LKDSB allowable kilometers set up in the Expense Report must be used when claiming kilometers between locations within the LKDSB.

2.4 In accordance with CRA guidelines, travel between home and regular place of employment (LKDSB assigned job site or home location) are considered personal. Each employee's regular place of employment will generally be determined at the beginning of each school year. Changes to an employee's regular place of employment for determining mileage claims shall be approved by the appropriate Superintendent in consultation with the Superintendent of Business and/or Manager of Finance.

2.5 When an employee travels directly from home to a meeting or job site that is not their regular assigned job site or home location, the employee will claim the distance from home to the meeting or job site (not regular assigned job site or home location). For greater clarity reimbursement for travel is eligible for:

- travel from home directly to a location other than the employee's assigned job site or home location and vice versa;
- travel from the employee's assigned job site or home location to another location which is either another LKDSB property or to another location, while on Board business (i.e. Ministry meeting);
- travel between other sites (not assigned job site or home location) while on Board business.

- 2.6 Employees that start their day at a different Board job site (i.e. Itinerant teachers) will claim travel expenses as follows:
- Kilometers travelled from home to their first LKDSB job site for the day and kilometers travelled from their last LKDSB job site for the day to home are not eligible kilometers for reimbursement.
  - Kilometers travelled from their first job site to other LKDSB locations are eligible for reimbursement.
- 2.7 Travel outside the Province must be preapproved by the employee's supervisor.
- 2.8 Shared transportation is encouraged, when appropriate. Only the vehicle operator can claim the kilometer allowance.
- 2.9 Reimbursement is provided for parking and highway tolls, when on Board business.
- 2.10 Where modes of travel, other than private automobile are chosen as appropriate, expenses incurred will be approved at the economy rate.
- 2.11 Individuals must satisfy themselves whether their motor vehicle insurance coverage should include business use of their vehicles. Individuals driving a personal vehicle on Board business cannot make claims to the Board for damages as a result of collision or breakdown.
- 2.12 Reimbursement for travel is not eligible for:
- the distance traveled from home to assigned LKDSB site or home location or vice versa;
  - travel between locations when two or more positions are held at an employee's option;
  - professional development activities, held specifically within our Board at a Board owned site or location;
  - unauthorized travel;
  - traffic or parking violations.

Meal Expenses:

- 3.1 The Board will use Canada Revenue Agency meal allowance rates for travel in Canada (all provinces) which includes taxes and gratuities. The rates will be reviewed annually as part of the Board's budget process.
- 3.2 If applicable, complete the per diem meal section of the travel log in the LKDSB electronic Expense Report.
- 3.3 If a group of employees is eating a meal together, each individual employee is responsible for claiming their own per diem.
- 3.4 Where meals are included in the costs of conferences or meetings, meal expenses will not be reimbursed.
- 3.5 The reimbursement of alcohol is not permitted.

Registration Fees:

- 4.1 Registration fees for conferences and workshops must be supported by a detailed registration package providing dates and details of meals included and must be supported by original invoices.
- 4.2 If the event registration fee includes meals, employees will only be reimbursed for meals not provided as part of the event package.

Approval Process:

- 5.1 With the exception of the Chair of the Board, the direct supervisor of the employee is responsible for electronically approving the expense report. The Vice-Chair of the Board or designate will approve the expense report for the Chair of the Board.
- 5.2 Approvers are accountable for their decisions, which should be:
- Subject to good judgment and knowledge of the situation;
  - Exercised in appropriate circumstances; and comply with the principles and mandatory requirements set out in this regulation.
- 5.3 The Financial Services department will monitor claims for compliance with these regulations and will return any non-compliant claims to the person authorizing the claim for follow-up. The Financial Services department is not authorized to make reimbursement unless the required approvals are present. On all disputed claims, the final decision on expense submissions shall be made by the Superintendent of Business.
- 5.4 Reimbursement will be by means of electronic funds transfer.
- 5.5 Expenses for a group can only be claimed by the most senior person present – expenses cannot be claimed by an individual that are incurred by his/her approver.
- 5.6 Electronic Expense Reports need to be properly submitted in accordance with the LKDSB Expense Report User Guide.

Implementation Date: November 15, 2000

Revised: December 2005, May 3, 2011, October 1, 2013, May 23, 2017,  
March 29, 2022

References: LKDSB Policy, Canada Revenue Agency



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

**DATE: March 29, 2022**

**SUBJECT: Tender Award – Asphalt & Roof Replacement/Restoration – Alexander Mackenzie Secondary School**



Tenders were received electronically by the Purchasing Department and opened on March 14, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):





*Tendered Base Bid: Asphalt replacement around bus loop and roof replacement/restoration*

PROJECT BIDDER	BASE BID (nic. HST)
** Maaten Construction Ltd., Sarnia	<b>2,224,590.00</b>
Wellington Builders Inc., Forest	<b>2,321,000.00</b>
Elgin Contracting and Restoration Ltd., St. Thomas	<b>2,374,000.00</b>
Elric Contractors of Wallaceburg Limited, Wallaceburg	<b>2,650,000.00</b>

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	2,224,590.00
Design Fees	171,293.43
Net HST	51,751.10
<b>Total Project, This Report:</b>	<b>\$ 2,447,634.53</b>
Budget Funding:	
- 2021/22 School Condition Improvement	2,447,634.53
<b>Total Project Budget:</b>	<b>\$ 2,447,634.53</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Maaten Construction Ltd., for the Asphalt & Roof Replacement/Restoration at Alexander Mackenzie Secondary School.”

 <p><b>STUDENT ACHIEVEMENT &amp; WELL-BEING</b> Advance high standards for innovative and responsive learning</p>	 <p><b>INCLUSIVE DIVERSITY</b> Champion anti-oppressive education</p>	 <p><b>TRUSTING RELATIONSHIPS</b> Strengthen relationships based on respectful collaboration</p>	 <p><b>SUSTAINABLE STEWARDSHIP</b> Optimize human, financial and physical resources</p>
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**FROM: Brian McKay, Superintendent of Business & Treasurer**

**DATE: March 29, 2022**

**SUBJECT: Tender Award –Window & Exterior Door Replacement – Colonel Cameron Public School**



Tenders were received electronically by the Purchasing Department and opened on March 11, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

*Tendered Base Bid: Replace windows and exterior doors*





PROJECT BIDDER	BASE BID (nic. HST)
<b>** Elric Contractors of Wallaceburg Limited, Wallaceburg</b>	<b>560,222.88</b>
Wellington Builders Inc., Forest	<b>603,300.00</b>
Maaten Construction Ltd., Sarnia	<b>626,900.00</b>
Elgin Contracting and Restoration Ltd., St. Thomas	<b>677,000.00</b>
TCI Titan Contracting, Windsor	<b>764,385.00</b>

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	560,222.88
Design Fees	43,977.50
Net HST	13,050.73
<b>Total Project, This Report:</b>	<b>\$ 617,251.11</b>
Budget Funding:	
- 2021/22 School Condition Improvement	617,251.11
<b>Total Project Budget:</b>	<b>\$ 617,251.11</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Elric Contractors of Wallaceburg Limited, for the Window & Exterior Door Replacement at Colonel Cameron Public School.”



 <p><b>STUDENT ACHIEVEMENT &amp; WELL-BEING</b> Advance high standards for innovative and responsive learning</p>	 <p><b>INCLUSIVE DIVERSITY</b> Champion anti-oppressive education</p>	 <p><b>TRUSTING RELATIONSHIPS</b> Strengthen relationships based on respectful collaboration</p>	 <p><b>SUSTAINABLE STEWARDSHIP</b> Optimize human, financial and physical resources</p>
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**FROM: Brian McKay, Superintendent of Business & Treasurer**

**DATE: March 29, 2022**

**SUBJECT: Tender Award –Window & Exterior Door Replacement, HVAC Upgrade & Ceiling Replacement – East Lambton Elementary School**



Tenders were received electronically by the Purchasing Department and opened on March 9, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

Tendered Base Bid: HVAC upgrade and ceiling replacement and replace windows and exterior doors

	<b>BASE BID (nic. HST)</b>
<b>** Maaten Construction Ltd., Sarnia</b>	<b>2,538,500.00</b>
Wellington Builders Inc., Forest	<b>2,678,000.00</b>
Elgin Contracting and Restoration Ltd., St. Thomas	<b>2,730,000.00</b>

<b>PROJECT SUMMARY</b>	
Successful Bid Total (nic. h.s.t.)	2,538,500.00
Design Fees	182,772.00
Net HST	58,779.49
<b>Total Project, This Report:</b>	<b>\$ 2,780,051.49</b>
Budget Funding:	
- 2021/22 School Condition Improvement	2,780,051.49
<b>Total Project Budget:</b>	<b>\$ 2,780,051.49</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Maaten Construction Ltd., for the Window & Exterior Door Replacement, HVAC Upgrade & Ceiling Replacement at East Lambton Elementary School.”



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

**DATE: March 29, 2022**

**SUBJECT: Tender Award – Phase 3 HVAC Upgrade & Classroom Renovations  
– Indian Creek Road Public School**



Tenders were received electronically by the Purchasing Department and opened on March 1, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

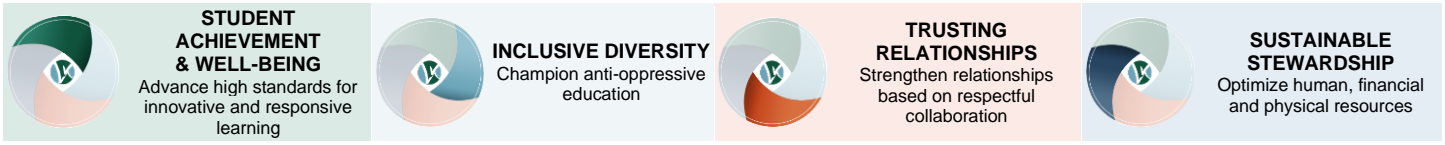
*Tendered Base Bid: Phase 3 HVAC upgrade and classroom refresh, renovate washrooms and exterior doors*

PROJECT BIDDER	BASE BID (nic. HST)
<b>** Intrepid General Limited, Chatham</b>	<b>2,104,519.00</b>
TCI Titan Contracting, Windsor	2,196,000.00
Elgin Contracting and Restoration Ltd., St. Thomas	2,493,000.00

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	2,104,519.00
Design Fees	145,211.81
Net HST	48,594.20
<b>Total Project, This Report:</b>	<b>\$ 2,298,325.01</b>
Budget Funding:	
- School Condition Improvement	2,298,325.01
<b>Total Project Budget:</b>	<b>\$ 2,298,325.01</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Intrepid General Limited for the Phase 3 HVAC Upgrade and Classroom Renovations at Indian Creek Road Public School.”



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

**DATE: March 29, 2022**

**SUBJECT: Tender Award – HVAC Upgrade, Office, Staffroom, Kitchen & Classroom Renovations – McNaughton Avenue Public School**



Tenders were received electronically by the Purchasing Department and opened on March 15, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

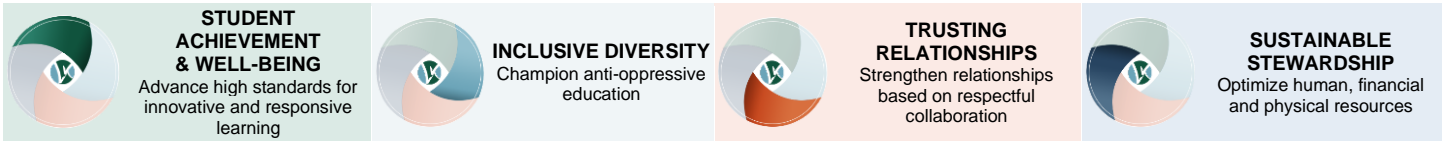
*Tendered Base Bid: Renovate Office, Staffroom, Kitchen & Classrooms and Upgrade HVAC*

PROJECT BIDDER	BASE BID (nic. HST)
** Westhoek Construction Ltd., Chatham	<b>2,064,540.00</b>
Intrepid General Ltd., Chatham	<b>2,133,685.00</b>
Elgin Contracting and Restoration Ltd., St. Thomas	<b>2,214,000.00</b>
Aveiro Constructors Ltd., Dorchester	<b>2,542,300.00</b>
TCI Titan Contracting Inc., Windsor	<b>2,367,500.00</b>

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	2,064,540.00
Design Fees	154,840.50
Net HST	47,938.63
<b>Total Project, This Report:</b>	<b>\$ 2,267,319.13</b>
Budget Funding:	
- 2021/22 School Condition Improvement	2,267,319.13
<b>Total Project Budget:</b>	<b>\$ 2,267,319.13</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Westhoek Construction Ltd., for the HVAC Upgrade, Office, Staffroom, Kitchen & Classroom Renovations at McNaughton Avenue Public School.”



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

**DATE: March 29, 2022**

**SUBJECT: Tender Award – Partial Roof Replacement – Northern Collegiate Institute & Vocational School**



Tenders were received electronically by the Purchasing Department and opened on March 8, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

*Tendered Base Bid: Partial roof replacement*

PROJECT BIDDER	BASE BID (nic. HST)
<b>** Elric Contractors of Wallaceburg Limited, Wallaceburg</b>	<b>1,595,416.28</b>
Wellington Builders Inc., Forest	<b>1,597,000.00</b>
Maaten Construction Ltd., Sarnia	<b>1,602,400.00</b>
Elgin Contracting and Restoration Ltd., St. Thomas	<b>1,769,000.00</b>
TCl Titan Contracting, Windsor	<b>1,987,800.00</b>

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	1,595,416.28
Design Fees	111,679.14
Net HST	36,873.27
<b>Total Project, This Report:</b>	<b>\$ 1,743,968.69</b>
Budget Funding:	
- 2021/22 School Condition Improvement	1,743,968.69
<b>Total Project Budget:</b>	<b>\$ 1,743,968.69</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Elric Contractors of Wallaceburg Limited, for the Partial Roof Replacement at Northern Collegiate Institute & Vocational School.”

 <p><b>STUDENT ACHIEVEMENT &amp; WELL-BEING</b> Advance high standards for innovative and responsive learning</p>	 <p><b>INCLUSIVE DIVERSITY</b> Champion anti-oppressive education</p>	 <p><b>TRUSTING RELATIONSHIPS</b> Strengthen relationships based on respectful collaboration</p>	 <p><b>SUSTAINABLE STEWARDSHIP</b> Optimize human, financial and physical resources</p>
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**FROM: Brian McKay, Superintendent of Business & Treasurer**

**DATE: March 29, 2022**

**SUBJECT: Tender Award – Classroom Renovations and Window Replacement – Queen Elizabeth II P.S., Petrolia**



Tenders were received electronically by the Purchasing Department and opened on March 4, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

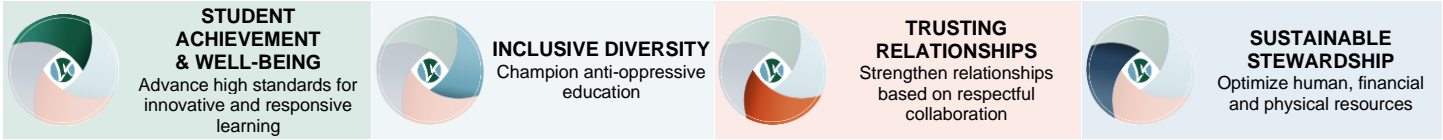
Tendered Base Bid: Classroom renovations and window replacement  
Separate Price 1: Replacement of windows in classrooms 153 & 152.

PROJECT BIDDER	BASE BID (nic. HST)
<b>** Aveiro Constructors, Dorchester</b>	<b>950,935.86</b>
Elgin Contracting and Restoration Ltd., St. Thomas	<b>956,000.00</b>
Maaten Construction Ltd., Sarnia	<b>972,000.00</b>
Wellington Builders Inc., Forest	<b>1,027,000.00</b>

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	950,935.86
Design Fees	70,844.72
Net HST	22,070.47
<b>Total Project, This Report:</b>	<b>\$ 1,043,851.05</b>
Budget Funding:	
- 2021/22 School Condition Improvement	1,043,851.05
<b>Total Project Budget:</b>	<b>\$ 1,043,851.05</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Aveiro Constructors Ltd. for the Classroom Renovations and Window Replacement at Queen Elizabeth II Public School, Petrolia.”



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

**DATE: March 29, 2022**

**SUBJECT: Tender Award – Partial Roof Replacement, Window & Entrance Replacement – Thamesville Area Central School**



Tenders were received electronically by the Purchasing Department and opened on March 11, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):





*Tendered Base Bid: Partial roof replacement, window replacement, entrance system replacement and add air conditioning in main office and principal office*

PROJECT BIDDER	BASE BID (nic. HST)
<b>** Elgin Contracting and Restoration Ltd., St. Thomas</b>	<b>849,000.00</b>
Intrepid General Limited, Chatham	<b>873,228.00</b>
Wellington Builders Inc., Forest	<b>909,500.00</b>
Elric Contractors of Wallaceburg Limited, Wallaceburg	<b>1,037,182.59</b>
TCI Titan Contracting, Windsor	<b>1,283,500.00</b>

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	849,000.00
Design Fees	67,920.00
Net HST	19,805.48
<b>Total Project, This Report:</b>	<b>\$ 936,725.48</b>
Budget Funding:	
- 2021/22 School Condition Improvement	936,725.48
<b>Total Project Budget:</b>	<b>\$ 936,725.48</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, Elgin Contracting and Restoration Ltd., for the Partial Roof Replacement, Window & Entrance Replacement at Thamesville Area Central School.”

 <p><b>STUDENT ACHIEVEMENT &amp; WELL-BEING</b> Advance high standards for innovative and responsive learning</p>	 <p><b>INCLUSIVE DIVERSITY</b> Champion anti-oppressive education</p>	 <p><b>TRUSTING RELATIONSHIPS</b> Strengthen relationships based on respectful collaboration</p>	 <p><b>SUSTAINABLE STEWARDSHIP</b> Optimize human, financial and physical resources</p>
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**FROM: Brian McKay, Superintendent of Business & Treasurer**

**DATE: March 29, 2022**

**SUBJECT: Tender Award – Window Replacement – Wallaceburg District Secondary School**



Tenders were received electronically by the Purchasing Department and opened on February 25, 2022, by Don Masse and Brandon Wysman of the Plant & Maintenance Department. Bid results are as follows (\*\* indicates successful bidder):

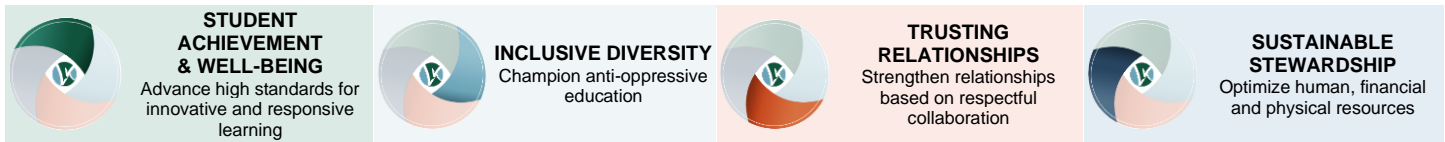
*Tendered Base Bid: Remove and replace windows*

PROJECT BIDDER	BASE BID (nic. HST)
** TCI Titan Contracting Inc. Windsor	1,691,770.00

PROJECT SUMMARY	
Successful Bid Total (nic. h.s.t.)	1,691,770.00
Design Fees	126,036.87
Net HST	39,264.64
<b>Total Project, This Report:</b>	<b>\$ 1,857,071.51</b>
Budget Funding:	
- 2021/22 School Condition Improvement	1,857,071.51
<b>Total Project Budget:</b>	<b>\$ 1,857,071.51</b>

**Recommendation:**

“That the Board award the tender to the successful bidder, TCI Titan Contracting Inc. for the Window Replacement at Wallaceburg District Secondary School.”



**FROM: Lareina Rising, Trustee**

**DATE: March 29, 2022**

**SUBJECT: Indigenous Liaison Committee Report**



**The February 16, 2022 meeting of the Indigenous Liaison Committee (ILC) was held via TEAMS with Trustee Lareina Rising chairing the meeting.**

Minutes from the January 19, 2022 meeting were reviewed and approved.

Trustee Lareina Rising welcomed everyone. Trustee Jane Bryce gave the Traditional Territorial Acknowledgement as part of the opening of the meeting.

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

### **Aamjiwnaang First Nation**

Education Coordinator Vicki Ware announced the school is open and fully operational. Sugar bush curriculum is being developed and report cards are being sent home this week. The community is working with secondary schools to obtain co-op placements for the students, but the biggest hurdle is finding transportation to return the students home. Aamjiwnaang is working together with Alexander Mackenzie Secondary School to create a better space for our students. Family day activities as well as bullying awareness activities are being offered in the community. Junior Kindergarten registration is open and students will be transitioned from the childcare program into the Junior Kindergarten classroom. Special Education is the area of focus for transportation and strategic planning.

### **Kettle and Stony Point First Nation**

Vice-Principal Bob Bressette reported Hillside School is resuming full time in person learning as well as extra-curricular programs. Report cards will be sent home and the students are happy that the cafeteria will be operational once again. The students in grades 4-8 went ice fishing at the lake and had a wonderful time.

Trustee Lareina Rising provided updates from the Board including an announcement that the land has been purchased for the new K-12 school in Forest. The board wide demographic census will be distributed shortly. The board is looking at Rosedale Public School to re-design the student drop-off area and performing a refresh within the school. Secondary School students are back to a regular semester with four classes. The school board opted to request a parent be present if they wish their



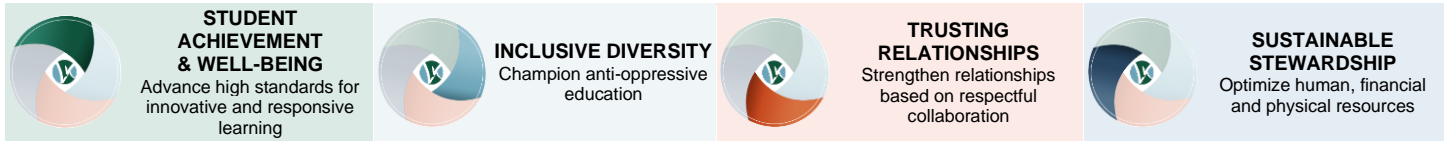
child to be vaccinated at in-school vaccination clinics.

Indigenous Lead Dallas Sinopole shared the online BAP template and briefly explained the different sections and announced that the Indigenous team has started to think about how the money will be spent that the board has received. The board has some deferred money from last year's BAP, so the team has decided that some of it will be used for a student symposium. There are, however, some challenges to keep cohorts separated on the bus. There has been some discussion around possibly rotating it throughout the communities.

Superintendent Lane shared with the group the board is in the final stages of launching the demographic data project. The board has been working with a researcher through OESC that is able to guide the work that is being done. The information was launched this week, and the hope is that students will participate so we can understand who our students are to better meet their needs. The Ministry has offered the board an additional pilot program to hire an Indigenous Intermediate coach that would be supporting students in grades seven and eight to ease the transition into high school. It is exciting to see the secondary students back to a regular semester with four courses which allows them a more traditional experience. Report cards are being distributed and transitions are happening across all schools to help students and transitions will be the focus moving forward.

Administrators from 46 schools submitted reports from across the district and these reports are now being archived on the staff portal for all LKDSB staff to be able to reference.

The next ILC meeting is tentatively scheduled for **Wednesday, April 20, 2022 at 6:00 p.m.** via TEAMS.



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

**DATE: March 29, 2022**

**SUBJECT: Special Education Advisory Committee (SEAC) Meeting Summary**



The Special Education Advisory Committee (SEAC) of the Lambton Kent District School Board met on February 17, 2022 via MS Teams. Following is a report of the activities of the meeting:

Business Arising from the Minutes

There was no business arising from the January 20, 2022 meeting.

Presentation – Employment Transitions Program

Evan Dawe of Community Living Sarnia-Lambton shared details about their Summer Employment Transitions program which helps individuals with a disability find a paid summer job, and Laura Stokely spoke about their internationally-recognized award-winning JobPath program that was designed to support individuals with a disability who are seeking a permanent, competitive job.

Presentation – Special Incidence Portion (SIP)

Secondary Special Education Coordinator Heather Touzin provided an overview of the Ministry’s S.I.P. funding which helps the Board offset some of the costs associated with additional staff supports required when a student has extraordinarily high needs which constitute health and/or safety considerations for the student, or others. It was noted that there’s a considerable amount of documentation that must accompany a S.I.P. application. Currently, the Board has 3 elementary and 3 secondary students that require that additional level of support.

Presentation – Education & Community Partnership Program (ECP)/Intensive Support (IS) Program Review

Mackenzie Horner, Transitions II Program Teacher, shared information about the process the Committee followed when reviewing the ECP/IS programs. She noted that a survey was developed and distributed to participants of the program, parents/guardians, and

representatives of agencies that support students who benefit from the program. Students who have disengaged from traditional classrooms and who require extra support to stabilize, attend a program that allows them to earn credits and transition back to their home school. Takeaways and action items from the survey include creating a standardized intake and transition process, amplifying the student voice to create positive change, and focusing on maintaining positive connections to support the student's overall well-being and success.

### Special Education Plan Review

The System Coordinator of Special Education cited the Sections and Appendices of the Special Education Plan reviewed by the Special Education Team for the February Meeting of SEAC, detailing any amendments/additions or deletions that were made.

### Correspondence

At its January meeting, members of the Special Education Advisory Committee agreed to send a letter to the Ministry of Education requesting that Attention Deficit Hyperactivity Disorder (ADHD) to be added to the list of exceptionalities. A letter (copy attached) was approved by SEAC and will be forwarded to Minister Lecce.

SEAC received and discussed the Funding Resource Guide provided by the Provincial Parent Association Advisory Committee on Special Education Advisory Committees (PAAC on SEAC). It was noted that there are some excellent resources available within the Guide for members to utilize in the future.

A letter to the Minister of Education from Waterloo Region District School Board regarding Bill 172 - Fetal Alcohol Spectrum Disorder (FASD) was received, as was a similar letter from the Algoma District School Board. It was noted that there are excellent local supports in place for students with FASD. After a brief discussion, the Committee decided not to take any action.

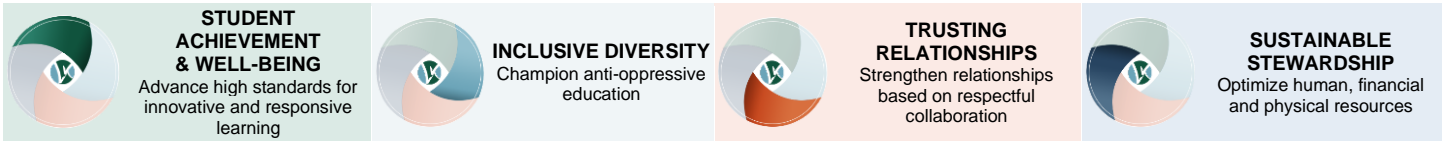
A letter to the Minister of Education from Renfrew County Catholic District School Board regarding online learning supports and universal design for learning was received, but no action was taken.

A letter to the Minister of Education from the Durham District School Board regarding funding for the Special Incidence Program was received. The S.I.P. presentation made earlier in the evening acknowledged there are funding gaps, as a result, SEAC asked that a letter be drafted to send to the Minister of Education. The letter will be brought back to the March SEAC Meeting for the Committee's review.

### Next Meeting

Thursday, March 24,  
2022 6:00 p.m., via  
MS Teams

Chris King, SEAC Chair



**FROM: Derek Robertson, Trustee, Audit Committee Chair**

**DATE: March 29, 2022**

**SUBJECT: Audit Committee Meeting Update**



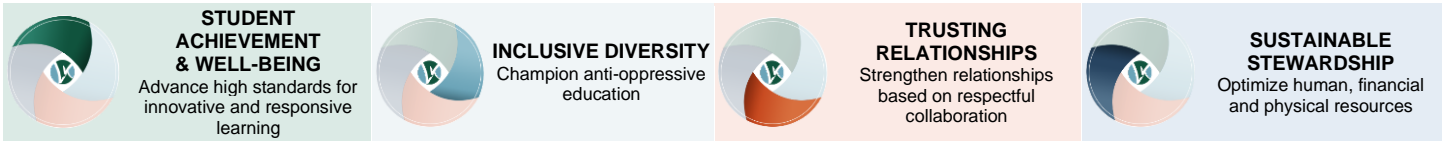
The audit committee held its third statutory meeting of the 2021/2022 year, on Monday, March 21, 2022. The agenda included the approval of a new committee member (external community member), as well as the completion of some statutory reporting requirements such as: review of committee members terms, review of the external auditor performance, audit committee self-assessment, and selection of meeting dates for the 2022/2023 year. Committee meeting dates are posted to the Board's website.

The 2021/2022 Internal Audit Validation Package was reviewed with the internal auditor, Christopher O'Connor of PricewaterhouseCoopers LLP, as a process of the committee providing direction to the internal auditors.

The next audit committee meeting is scheduled for Monday, June 13, 2022.

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Audit Committee Chair



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

**DATE: March 29, 2022**

**SUBJECT: COVID-19 Update**



The Lambton Kent District School Board (LKDSB) staff remain committed to supporting the safe operation of schools. As we transition into this new phase of the COVID-19 pandemic, we know that many members of our school communities will have different feelings about the changes moving forward. We have all been working together throughout the past couple of years to ensure safe and healthy schools and we will continue to do so. As in previous phases of the pandemic, we continue to move forward and adjust our health and safety guidance and practices based on the most current directions of local and provincial public health officials.

Mental health and well-being supports continue to be available to students to support the transition. The LKDSB continues to practice cleaning protocols and ventilation measures, including the HEPA units currently in use in occupied spaces, to support the maintenance of clean and safe school environments. Staff and administrators will continue to promote the safe operation of schools in alignment with the current public health directions.

Effective March 14, 2022, the instructions issued by the Ontario Chief Medical Officer of Health related to vaccination disclosure policies were revoked across all sectors.

School boards are no longer required to have a COVID-19 vaccine disclosure policy in place. This includes the collection of proof of COVID-19 vaccinations, medical exemptions or completion of a COVID-19 education program. Asymptomatic screening requirements for individuals who do not provide proof of full vaccination to the Ministry of Education and Provincial Antigen Screening reporting will also no longer be completed.

Beginning March 21, students, staff and visitors are no longer required to wear masks while on school board property or on student transportation, unless directed by the COVID-19 daily screening tool where a person may be directed to wear a mask for ten days because of a positive close contact at home or after international travel. Federal requirements include masking for fourteen calendar days upon return from international travel.

Staff who are required to perform an Aerosol Generating Medical Procedure (AGMP) or required to be in the same room when an AGMP is being performed will continue the use N95 respirators (fit-

tested). The LKDSB is committed to supporting personal choice and ensuring respectful and inclusive practices for those who choose to continue to wear a mask.

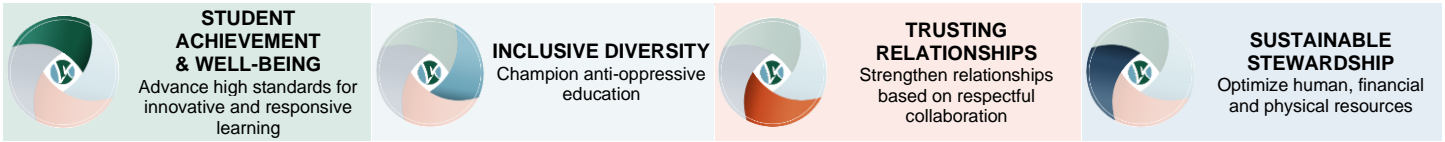
Cohorting and distancing will no longer be required in schools and assigned seats and cohorting will no longer be required in student transportation. Elementary students can play and learn together across cohorts, classes and grades, both indoors and outdoors and during lunch and recess. Shared spaces, such as libraries, tech labs, theatres and music rooms can be fully utilized without distancing. Programs across grades, such as reading buddies, can return. Limitations on in-person gatherings and assemblies will also be removed; therefore, schools can plan and host in-person events (e.g., graduation ceremonies, and assemblies). The Ministry of Education has encouraged schools to allow students to congregate, sit in groupings or circles both during class and lunch periods.

The Medical Officers of Health for Chatham-Kent and Lambton Public Health have directed that proof of COVID-19 immunization is no longer required for athletes, coaches, referees or spectators at indoor sporting events.

Students and staff should continue to complete and follow the directions of the daily COVID-19 daily school screening tool. Students, staff and visitors are no longer required to provide confirmation of completion of the daily school screening. Visitors will continue to complete the visitor log when entering an LKDSB school or board office. Students, staff and visitors are expected to integrate appropriate hand hygiene and respiratory etiquette throughout the school day. Schools will continue with enhanced cleaning protocols in place and will continue the use of HEPA filters in the classroom.

Rapid Antigen Tests will be distributed to schools to support symptomatic testing for staff, students and children. Schools can distribute five tests for each staff, student or child following an unplanned absence.

The implementation of enhanced health and safety measures support safer schools and communities and will enable staff and students time to adapt to broader health trends while providing students a more traditional learning experience.



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

**DATE: March 29, 2022**

**SUBJECT: Reporting Under the Public Sector Salary Disclosure Act for the 2021 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’ 2021 Salaries and Benefits for the Lambton Kent District School Board filed in accordance with the Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	ORGANIZATION	SALARY
Adam	Michael	Elementary Vice Principal	Lambton Kent District School Board	114,992.02
Agnew	Ralph	Elementary Teacher	Lambton Kent District School Board	104,180.10
Ainsworth	Joel	Elementary Teacher	Lambton Kent District School Board	104,180.10
Alber	Leo	Elementary Teacher	Lambton Kent District School Board	104,180.10
Allen	Jane	Elementary Teacher	Lambton Kent District School Board	104,180.10
Allison	Katherine	Elementary Teacher	Lambton Kent District School Board	104,180.10
Alward	Joshua	Elementary Principal	Lambton Kent District School Board	126,499.10
Anderson	Mary Lynn	Elementary Principal / System Coordinator	Lambton Kent District School Board	115,997.14
Anderson	Colleen	Elementary Principal	Lambton Kent District School Board	126,499.10
Anderson	Susan	Secondary Teacher	Lambton Kent District School Board	102,927.56
Anger	Marie	Secondary Vice Principal	Lambton Kent District School Board	116,210.92
Arbour	Michele	Elementary Teacher	Lambton Kent District School Board	103,383.56
Archer	Colleen	Elementary Teacher	Lambton Kent District School Board	104,119.02
Armitage	Sara	Elementary Teacher	Lambton Kent District School Board	104,180.10
Arsenault	Catie	Elementary Teacher	Lambton Kent District School Board	104,121.35
Aubertin	Karissa	Elementary Principal	Lambton Kent District School Board	126,499.10
Avery	Julie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	106,528.62
Babbitt	Crystal	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,875.62
Babbitt	Clare	Elementary Teacher	Lambton Kent District School Board	103,064.43
Babin	Tricia	Elementary Teacher	Lambton Kent District School Board	104,180.10
Bacik	Scott	Elementary Principal	Lambton Kent District School Board	126,499.10
Badder	Joanne	Elementary Teacher	Lambton Kent District School Board	104,180.10
Baillie	Stuart	Secondary Teacher	Lambton Kent District School Board	104,954.00
Baird	Gordon	Secondary Teacher	Lambton Kent District School Board	103,400.00
Bakker	Terra	Elementary Teacher	Lambton Kent District School Board	104,700.66
Baldwin-Marvell	Marilyn	Elementary Teacher	Lambton Kent District School Board	104,180.10
Balkwill	Ann	Elementary Principal	Lambton Kent District School Board	127,299.12
Ball	Amy	Elementary Teacher	Lambton Kent District School Board	104,180.10
Barber	Laura	Elementary Teacher	Lambton Kent District School Board	104,174.95
Baribeau	Christine	Secondary Teacher	Lambton Kent District School Board	106,668.80
Barnard	Shelley	Elementary Teacher	Lambton Kent District School Board	104,700.66
Barnard	Kevin	Elementary Teacher	Lambton Kent District School Board	104,180.10
Barnes	Rebecca	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,674.68
Barnwell	Jocelyn	Elementary Teacher	Lambton Kent District School Board	103,109.40
Barr	Danielle	Secondary Teacher	Lambton Kent District School Board	102,407.00
Barr	Cory	Elementary Teacher	Lambton Kent District School Board	104,169.80
Barrese	Angie	Superintendent of Education	Lambton Kent District School Board	179,355.96
Barrett	John	Secondary Teacher / Summer Semester	Lambton Kent District School Board	110,598.21
Battram	Melinda	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,391.04
Beasley	Paul	Elementary Principal / Elementary Vice Principal	Lambton Kent District School Board	120,119.44
Beatty	Jeffrey	Secondary Teacher	Lambton Kent District School Board	102,407.00
Beatty	Michelle	Secondary Teacher	Lambton Kent District School Board	102,407.00
Bedard	Ryan	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,401.62
Bedard	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,544.28
Beland	Danielle	Secondary Teacher	Lambton Kent District School Board	104,081.00
Belille	Coleen	Secondary Teacher	Lambton Kent District School Board	102,407.00
Bell	Andrea	Secondary Teacher	Lambton Kent District School Board	102,407.00
Benacquista	Cristina	Elementary Teacher	Lambton Kent District School Board	104,180.10



Benn	Erin	Elementary Teacher	Lambton Kent District School Board	104,180.10
Bestard	Douglas	Manager of Human Resources	Lambton Kent District School Board	147,444.46
Beuckelare	Nicole	Secondary Vice Principal	Lambton Kent District School Board	116,210.92
Bezaire	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,364.10
Bird	Shannon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,588.96
Blades	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,932.50
Blair	Stephanie	Elementary Teacher	Lambton Kent District School Board	104,180.10
Blankenship	Julie	Elementary Teacher	Lambton Kent District School Board	104,180.10
Blundy	Emma	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,674.68
Bolohan	Kenneth	Secondary Teacher	Lambton Kent District School Board	106,060.39
Bombardier	Gwendolyn	Elementary Teacher	Lambton Kent District School Board	103,838.33
Bond	Susan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.78
Booth	Tracie	Elementary Teachers Federation of Ontario Local Vice President	Lambton Kent District School Board	109,180.10
Bornais	Maria	Elementary Teacher	Lambton Kent District School Board	104,178.00
Boss	Megan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,068.73
Boston	Brandy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,296.02
Boswell	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Bouma	Derek	Elementary Teacher	Lambton Kent District School Board	104,376.06
Bourassa	Karen	Secondary Teacher	Lambton Kent District School Board	102,407.00
Boyle	Elise	Elementary Teacher	Lambton Kent District School Board	104,180.10
Bracewell	Danielle	Secondary Teacher	Lambton Kent District School Board	102,407.00
Bradshaw	Nigel	Secondary Teacher	Lambton Kent District School Board	102,407.00
Braithwaite	Jeffery	Elementary Teacher	Lambton Kent District School Board	104,152.94
Brander	April	Secondary Teacher	Lambton Kent District School Board	106,668.80
Breault	Pamela	Secondary Teacher	Lambton Kent District School Board	105,208.20
Brececic	Debra	Elementary Teacher	Lambton Kent District School Board	104,749.16
Brenders	Geoffrey	Secondary Teacher	Lambton Kent District School Board	106,668.80
Bridgearnold	Tracy	Secondary Teacher	Lambton Kent District School Board	105,208.20
Brie	Anastacia	Elementary Teacher	Lambton Kent District School Board	103,243.59
Brinkman	Mark	Secondary Teacher	Lambton Kent District School Board	102,407.00
Brodie	Erin	Elementary Teacher	Lambton Kent District School Board	104,700.66
Bronzi	Joseph	Secondary Teacher	Lambton Kent District School Board	106,668.80
Brosh	Jeffery	Elementary Consultant / Summer Semester	Lambton Kent District School Board	105,041.22
Brouwer	Kiersten	Secondary Teacher	Lambton Kent District School Board	102,407.00
Brown	Chad	Elementary Principal	Lambton Kent District School Board	131,615.10
Brown	Jayne	Secondary Teacher	Lambton Kent District School Board	102,463.00
Brown	Tawnya	Secondary Teacher	Lambton Kent District School Board	102,407.00
Brown	Tressa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Brown	Tara	Elementary Teacher	Lambton Kent District School Board	104,229.02
Brownlee	Laurie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,984.81
Bruce	Sarah	Secondary Teacher	Lambton Kent District School Board	106,668.80
Bruette	Bernadette	Secondary Principal	Lambton Kent District School Board	129,091.62
Brydges	Richard	Elementary Teacher	Lambton Kent District School Board	104,180.10
Buchner	Cynthia	Elementary Teacher	Lambton Kent District School Board	104,169.24
Budd	Natalie	Secondary Teacher	Lambton Kent District School Board	105,208.21
Buechler	Christine	Secondary Teacher	Lambton Kent District School Board	101,375.74
Bunning	Mark	Secondary Teacher	Lambton Kent District School Board	103,244.52
Burnham	Bradon	Secondary Teacher	Lambton Kent District School Board	102,407.00
Burns	Susan	Secondary Teacher	Lambton Kent District School Board	106,668.80

Burns	Scott	Secondary Teacher	Lambton Kent District School Board	102,407.00
Buschemeyer	Brian	Secondary Teacher / Summer Semester	Lambton Kent District School Board	109,695.41
Butcher	Jill	Elementary Teacher	Lambton Kent District School Board	104,180.10
Butzer-Goetz	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,700.66
Byatt-Millington	Karyn	Elementary Principal	Lambton Kent District School Board	126,499.10
Cadotte	Tiffany	Secondary Principal / Secondary Vice Principal	Lambton Kent District School Board	123,079.50
Cadotte	Katrina	Elementary Teacher	Lambton Kent District School Board	104,180.10
Cain	Jason	Secondary Teacher	Lambton Kent District School Board	102,407.00
Cameron	Donald	Secondary Teacher	Lambton Kent District School Board	102,407.00
Campbell	Brent	Secondary Teacher	Lambton Kent District School Board	106,668.80
Campbell	Joel Donald	Secondary Teacher	Lambton Kent District School Board	106,668.80
Campeau	Jayson	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Cannon-King	Norma	Elementary Teacher	Lambton Kent District School Board	104,180.10
Carder	Valerie	Secondary Teacher	Lambton Kent District School Board	105,208.20
Carleton	Carrie	Secondary Teacher	Lambton Kent District School Board	102,407.00
Carleton	Robert	Elementary Teacher	Lambton Kent District School Board	104,180.10
Carroll	Mary Elizabeth	Elementary Teacher	Lambton Kent District School Board	104,180.10
Carroll	Michael	Elementary Teacher	Lambton Kent District School Board	104,180.04
Carrothers	Tawnya	Elementary Teacher	Lambton Kent District School Board	104,180.04
Carrothers	Thomas	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,432.80
Carswell	Matthew	Elementary Vice Principal	Lambton Kent District School Board	110,549.86
Cazabon	Jeanette	Secondary Teacher	Lambton Kent District School Board	102,407.00
Chambers	Kevin	Elementary Principal	Lambton Kent District School Board	124,554.47
Chambers	Jason	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,640.17
Chambers	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Chapman	Sharon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,729.73
Chapple	Tracy	Secondary Teacher	Lambton Kent District School Board	102,591.00
Chapple	Leigh	Secondary Teacher	Lambton Kent District School Board	102,407.00
Chase-Beaumont	Cheryl	Continuing Education	Lambton Kent District School Board	101,554.82
Chidley-Winder	Debra	Elementary Teacher	Lambton Kent District School Board	104,180.10
Chinnick	Cheryl	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Chopra	Rachna	Elementary Teacher	Lambton Kent District School Board	104,180.16
Churchill	Christena	Elementary Teacher	Lambton Kent District School Board	104,144.05
Chuter	Trevor	Secondary Teacher	Lambton Kent District School Board	102,407.00
Cicccone	Roberta	Elementary Teacher	Lambton Kent District School Board	104,180.10
Clark	Roberta	Elementary Teacher	Lambton Kent District School Board	105,058.92
Clarke	Shirley	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,849.96
Clarke	James	Secondary Teacher	Lambton Kent District School Board	105,546.41
Clarke	Lisa	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,873.34
Clarke	Eric	Secondary Teacher	Lambton Kent District School Board	102,407.00
Clarke	Brandi	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Clarke	Nicole	Elementary Teacher	Lambton Kent District School Board	104,180.10
Claxton	Jay	Secondary Teacher	Lambton Kent District School Board	106,668.80
Coates	Marc	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Coates	Kelvin	Secondary Teacher	Lambton Kent District School Board	102,407.00
Coates	Deborah	Elementary Teacher	Lambton Kent District School Board	104,180.10
Coatsworth	Amy	Elementary Teacher	Lambton Kent District School Board	105,221.22
Coatsworth	Matthew	Elementary Teacher	Lambton Kent District School Board	104,649.11
Cofell	Sherrie	Elementary Teacher	Lambton Kent District School Board	104,180.10

Coffey	Sara	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,932.45
Colameco	Katie	Supervisor of Social Work	Lambton Kent District School Board	101,383.44
Colbran	Allison	Secondary Teacher	Lambton Kent District School Board	102,407.01
Coleman	Brian	Secondary Teacher	Lambton Kent District School Board	102,407.00
Collins	Kathleen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.82
Colvin	Emily	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,401.62
Colvin	Ryan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Comiskey	Laura	Elementary Teacher	Lambton Kent District School Board	111,499.72
Cook	Katherine	Elementary Teacher / Summer Semester	Lambton Kent District School Board	107,525.22
Cook	Sandra	Elementary Principal	Lambton Kent District School Board	126,517.50
Cook	Matthew	Secondary Teacher	Lambton Kent District School Board	102,407.00
Core	Tabetha	Elementary Teacher	Lambton Kent District School Board	104,141.30
Core	Geoffrey	Elementary Teacher	Lambton Kent District School Board	101,804.96
Cornell	William	Secondary Teacher	Lambton Kent District School Board	106,081.20
Corvers	Eric	Elementary Teacher	Lambton Kent District School Board	104,180.04
Costello	Julie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,401.62
Cowan	Cheryl	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,582.70
Coyle	Christopher	Elementary Principal	Lambton Kent District School Board	126,499.10
Crackel	Audra	Elementary Teacher	Lambton Kent District School Board	104,180.10
Cran	Vicki	Elementary Teacher	Lambton Kent District School Board	103,643.92
Crick	Helen	Secondary Teacher	Lambton Kent District School Board	102,407.00
Crooks Mulder	Laureen	Secondary Teacher	Lambton Kent District School Board	102,407.02
Crow	Kristen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,401.62
Curl	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Curry	Tracy	Elementary Teacher	Lambton Kent District School Board	101,551.25
Curts	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Cvihun	Tania	Elementary Teacher	Lambton Kent District School Board	104,174.90
Czichrak	Gregory	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,431.45
Dagg-Houghton	Tina	Elementary Teacher	Lambton Kent District School Board	104,180.10
Daigneault	Marcia	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,941.06
Darbyson	William	Secondary Teacher	Lambton Kent District School Board	102,407.00
Dargatz	Karen	Elementary Teacher	Lambton Kent District School Board	104,180.10
Dark	Michael	Elementary Teacher	Lambton Kent District School Board	104,180.10
Darrach	Lydia	Secondary Teacher	Lambton Kent District School Board	102,407.00
Dath-McLellan	Chitra	Secondary Teacher	Lambton Kent District School Board	106,668.80
Davenport	Christine	Supervisor of Psychological Services	Lambton Kent District School Board	136,505.64
Davies	Robert	Secondary Teacher	Lambton Kent District School Board	102,407.00
Davies	Karen	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Davis	Adam	Elementary Consultant Special Education / Summer Semester	Lambton Kent District School Board	113,040.28
Davis	Kimberley	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Davison	Angeline	Elementary Teacher	Lambton Kent District School Board	104,325.60
Day	Janine	Secondary Teacher / Summer Semester	Lambton Kent District School Board	109,453.66
De Bakker	Brian	Secondary Teacher	Lambton Kent District School Board	102,407.00
De Naeyer-Louzon	Sonya	Elementary Teacher	Lambton Kent District School Board	104,175.14
De Schiffert	Jerome	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,401.62
Debicki	Christopher	Secondary Teacher	Lambton Kent District School Board	102,407.00
Degroot	Kimberly	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Delanghe	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Demaeyer	Melissa	Elementary Teacher	Lambton Kent District School Board	104,180.10

Denes	Jeannette	Secondary Teacher	Lambton Kent District School Board	106,668.80
Dennis	Kelly	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,638.63
Dennis	Deborah	Elementary Teacher	Lambton Kent District School Board	104,180.10
Dent	Melissa	Elementary Teacher	Lambton Kent District School Board	105,430.10
Denure	Corrie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,729.93
Denure	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	100,104.82
Denure	James	Secondary Vice Principal	Lambton Kent District School Board	119,044.56
Deol	Harminder	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Desbiens	Jean	Elementary Teacher	Lambton Kent District School Board	104,180.10
Desjardine	Sarah	Elementary Teacher	Lambton Kent District School Board	104,180.10
Di Bona	Susan	Elementary Teacher	Lambton Kent District School Board	103,762.61
Di Murro	Heather	Secondary Teacher	Lambton Kent District School Board	102,407.00
Dick	Jason	Elementary Teacher	Lambton Kent District School Board	104,145.18
Dickson	Diana	Elementary Teacher	Lambton Kent District School Board	104,180.10
Dimuzio	Derek	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.78
Dittmer	Leigh-Anne	Elementary Teacher	Lambton Kent District School Board	104,180.04
Dixon	Emily	Elementary Principal	Lambton Kent District School Board	126,499.10
Dixon	Katrina	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,375.11
Dolbear	Timothy	Secondary Teacher	Lambton Kent District School Board	106,668.80
Dolbear	David	Elementary Teacher	Lambton Kent District School Board	104,180.16
Doornbosch	Jennifer	Secondary Teacher	Lambton Kent District School Board	102,951.95
Douglas	Beau	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Dramnitzke	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Dreise	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,709.80
Drew	John	Secondary Teacher	Lambton Kent District School Board	102,407.00
Druer	James	Secondary Teacher	Lambton Kent District School Board	102,407.00
Druer	Ashely	Elementary Teacher	Lambton Kent District School Board	102,799.43
Drummond	Sharon	Elementary Teacher	Lambton Kent District School Board	104,364.10
Dumais	Daniel	Secondary Teacher	Lambton Kent District School Board	106,668.80
Duncan	Diane	Elementary Teacher	Lambton Kent District School Board	104,180.10
Dunlop	Stephanie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,460.93
Dunn	Sari	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,787.77
Dunseith	John	Secondary Teacher	Lambton Kent District School Board	103,400.00
Dupuis	Susen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	109,655.76
Dyck	Christina	Elementary Teacher	Lambton Kent District School Board	104,268.56
Edgar	Christopher	Secondary Teacher	Lambton Kent District School Board	102,407.00
Edgar	James	Elementary Teacher	Lambton Kent District School Board	102,878.40
Edlington	Aaron	Elementary Teacher	Lambton Kent District School Board	104,180.10
Edwards	Nicole	Elementary Teacher	Lambton Kent District School Board	104,180.10
Eldridge	Carey	Secondary Consultant / Summer Semester	Lambton Kent District School Board	115,810.08
Elliott	Cameron	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,620.98
Elliott	Duane	Secondary Teacher	Lambton Kent District School Board	102,407.00
Ellis	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Ellwood	Christine	Elementary Teacher	Lambton Kent District School Board	104,141.30
Elson	Michael	Elementary Principal	Lambton Kent District School Board	126,499.10
Eltervoog	Stephanie	Elementary Teacher	Lambton Kent District School Board	104,700.66
Evans	Caley	Elementary Principal	Lambton Kent District School Board	126,535.90
Evans	Chelsea	Secondary Teacher	Lambton Kent District School Board	102,407.00
Evans	Shannon	Elementary Teacher	Lambton Kent District School Board	104,320.10

Evans	Nicolle	Elementary Teacher	Lambton Kent District School Board	104,180.10
Evans-Taylor	Andrea	Elementary Teacher	Lambton Kent District School Board	104,180.10
Faas	Allison	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Falla	Mary-Louise	Elementary Vice Principal	Lambton Kent District School Board	121,696.64
Falzetta	Marcia	Elementary Teacher	Lambton Kent District School Board	104,173.98
Farina	Justin	Secondary Teacher	Lambton Kent District School Board	105,208.20
Farlow	Diana	Secondary Teacher	Lambton Kent District School Board	102,463.00
Fazio	Anthony	Elementary Teacher	Lambton Kent District School Board	104,277.59
Fazio	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Feniak	Nora Alison	Elementary Teacher	Lambton Kent District School Board	104,180.10
Fenlon	Kristen	Elementary Teacher	Lambton Kent District School Board	101,975.78
Ferguson	Susan	Secondary Principal	Lambton Kent District School Board	133,499.08
Ferguson	Bryan	Secondary Teacher	Lambton Kent District School Board	105,208.20
Ferguson	Tina	Secondary Teacher	Lambton Kent District School Board	102,407.00
Finlayson	Lisa	Secondary Teacher	Lambton Kent District School Board	102,591.00
Finlayson	Lori	Secondary Teacher	Lambton Kent District School Board	102,407.00
Fisher	Cari-Ann	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,071.80
Fittler	Mark	Secondary Teacher / Summer Semester	Lambton Kent District School Board	110,822.60
Forbes	Kelli	Elementary Teacher	Lambton Kent District School Board	104,141.30
Forsten	Trudy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Foster	Alan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Fournie	Corinne	Elementary Teacher	Lambton Kent District School Board	104,180.10
Fowler	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	113,235.37
Fox	Catherine	Elementary Teacher	Lambton Kent District School Board	105,220.44
Fox	Lisa	Secondary Vice Principal / Summer Semester	Lambton Kent District School Board	103,423.80
Fraleigh	Leslie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,431.45
Fraser	Charlene	Elementary Teacher	Lambton Kent District School Board	104,180.10
Frayne	Edward	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Frayne	Paul	Secondary Teacher	Lambton Kent District School Board	106,668.80
Fung	Candice	Secondary Consultant	Lambton Kent District School Board	116,468.80
Fung	Elliott	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,410.20
Gagner	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,364.10
Gagner	Erin	Elementary Teacher	Lambton Kent District School Board	104,180.10
Gall	Kenneth	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.22
Gallant	Pamela	Elementary Consultant	Lambton Kent District School Board	110,345.90
Garant	Helene	Elementary Teacher	Lambton Kent District School Board	104,180.10
Garrett	Ann	Elementary Teacher	Lambton Kent District School Board	104,169.77
Garrow	Rachel	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Gartshore	Jeffrey	Elementary Teacher	Lambton Kent District School Board	104,119.02
Garvin	Clancy	Elementary Teacher	Lambton Kent District School Board	100,910.52
Gellner	Lizabeth	Elementary Teacher	Lambton Kent District School Board	104,180.10
George	Mary	Secondary Teacher	Lambton Kent District School Board	102,407.00
George-Brosh	Emma	Elementary Teacher	Lambton Kent District School Board	104,180.10
Gibson	Shauna	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Gilbert	Paul	Elementary Teacher	Lambton Kent District School Board	104,180.10
Gilbert	Heather	Elementary Teacher	Lambton Kent District School Board	104,119.02
Giles	Katie	Elementary Teacher	Lambton Kent District School Board	104,025.13
Gillett	Brianne	Elementary Teacher	Lambton Kent District School Board	104,180.10
Gillier	Terri	Elementary Teacher	Lambton Kent District School Board	104,628.43

Gilpin	Jennifer	Elementary Vice Principal / Elementary Teacher	Lambton Kent District School Board	101,077.02
Girardi	Gary	Superintendent of Education	Lambton Kent District School Board	179,355.96
Goodal	Jennifer	Elementary Principal	Lambton Kent District School Board	126,499.10
Goodall	Rhodri	Secondary Teacher	Lambton Kent District School Board	106,668.80
Gordon	Cameron	Elementary Principal	Lambton Kent District School Board	121,581.18
Gordon	Stacy	Elementary Teacher	Lambton Kent District School Board	104,128.60
Gordon	Brianne	Elementary Teacher	Lambton Kent District School Board	103,871.00
Gordon	Carol	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,581.72
Gould	Nancy	Secondary Teacher	Lambton Kent District School Board	102,407.00
Gower	Jeremy	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Gower	Erin	Elementary Principal / Elementary Vice Principal	Lambton Kent District School Board	108,470.74
Graham	Mark	Secondary Teacher	Lambton Kent District School Board	102,407.00
Graham	Maarten	Elementary Teacher	Lambton Kent District School Board	104,180.10
Graham	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Graham	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Grainger	Todd	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,388.88
Gray	Aleesha	Elementary Consultant	Lambton Kent District School Board	107,187.96
Gregoire	Julia	Elementary Teacher	Lambton Kent District School Board	102,780.40
Griffin	Tara	Elementary Teacher	Lambton Kent District School Board	104,180.10
Griffiths	Craig	Secondary Teacher	Lambton Kent District School Board	109,668.19
Gruben	Kimberley	Secondary Teacher	Lambton Kent District School Board	104,954.00
Gudz	Jonathan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Haagsma	Carmen	Elementary Teacher	Lambton Kent District School Board	104,180.10
Haley	Matthew	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Haley	Susan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Hall	Sarah	Elementary Teachers Federation of Ontario Local Vice President	Lambton Kent District School Board	109,180.10
Ham	Hi-Jeong	Elementary Teacher	Lambton Kent District School Board	104,152.06
Hanemaayer	Nathan	Elementary Teacher	Lambton Kent District School Board	104,700.66
Haney	Kerri	Secondary Teacher	Lambton Kent District School Board	102,407.00
Harding	Michael	Elementary Teacher	Lambton Kent District School Board	104,180.10
Harrell Wright	Susan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Harrison	Elizabeth	Elementary Teacher	Lambton Kent District School Board	104,180.10
Harwood	Brian	Secondary Teacher	Lambton Kent District School Board	106,032.74
Haskell	Kendall	Elementary Teacher	Lambton Kent District School Board	104,180.10
Hayward	Richard	Elementary Principal	Lambton Kent District School Board	123,991.18
Hazzard	Josephine	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Hazzard	Benjamin	Superintendent of Education	Lambton Kent District School Board	179,355.96
Hazzard	Kathryn	Secondary Teacher	Lambton Kent District School Board	102,407.00
Heaman	Jana	Elementary Teacher	Lambton Kent District School Board	104,180.10
Heaton	Kristin	Elementary Teacher	Lambton Kent District School Board	104,090.42
Heggie	Laura	Elementary Teacher / Summer Semester	Lambton Kent District School Board	100,947.93
Helmer-Johnston	Denise	Secondary Vice Principal	Lambton Kent District School Board	116,210.92
Helps	Jamilee	Secondary Teacher	Lambton Kent District School Board	102,407.00
Henderson	Shannon	Elementary Teacher	Lambton Kent District School Board	104,700.66
Henderson	Kerry	Secondary Teacher	Lambton Kent District School Board	102,407.00
Hendrie	Gracia	Elementary Teacher	Lambton Kent District School Board	106,630.70
Hendrie	Tanya	Secondary Teacher	Lambton Kent District School Board	102,407.01
Hewett	Katherine	Elementary Teacher	Lambton Kent District School Board	104,228.60
Hewett	James	Elementary Teacher	Lambton Kent District School Board	104,119.02

Hillier	Marc	Elementary Teacher	Lambton Kent District School Board	104,292.10
Hillier	Donna	Elementary Teacher	Lambton Kent District School Board	102,799.43
Hillman	Kimberley	Elementary Teacher	Lambton Kent District School Board	104,700.66
Hills	Jeremy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,744.20
Hilpert	Maria	Elementary Teacher	Lambton Kent District School Board	104,180.10
Hiltz	Mary-Theresa	Secondary Teacher	Lambton Kent District School Board	102,407.00
Hines	Gregory	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Hinz	Stephanie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,793.00
Holloway	Mary	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,634.94
Holmes	Melissa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,208.96
Holmes	Jennifer	Elementary Teacher	Lambton Kent District School Board	100,203.02
Hooper	Nicole	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,460.93
Hopper	Christine	Elementary Teacher	Lambton Kent District School Board	104,180.10
Hoskins	Shannon	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,595.94
Hoskins	Kevin	Secondary Teacher	Lambton Kent District School Board	104,081.00
Houghton	Mark	System Coordinator	Lambton Kent District School Board	133,499.08
Houston	Jennifer	Elementary Teacher	Lambton Kent District School Board	100,712.39
Howitt	John	Director of Education	Lambton Kent District School Board	219,636.09
Hughes	John	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Hughes	Margaret	Elementary Teacher	Lambton Kent District School Board	104,174.95
Hunt	Murray	System Coordinator	Lambton Kent District School Board	133,499.08
Hunter	Cheryl	Elementary Teacher	Lambton Kent District School Board	104,679.94
Hyatt	Dawn	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,606.88
Iacobelli	Christina	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,894.98
Ireland	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,304.70
Irwin	Jason	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,966.14
Isaac	Irma	Elementary Teacher	Lambton Kent District School Board	104,180.10
Jack	Melissa	Elementary Teacher	Lambton Kent District School Board	102,418.71
Jackson	Jennifer	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,679.58
Jackson	Laura	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,487.75
Jackson	Christina	Secondary Teacher	Lambton Kent District School Board	106,668.80
Jackson	Bradley	Secondary Teacher	Lambton Kent District School Board	102,407.00
Jackson	Robert	Elementary Teacher	Lambton Kent District School Board	104,180.10
Jackson	Stefan	Elementary Teacher	Lambton Kent District School Board	104,180.10
Jackson-Policicchio	Lisa	Secondary Teacher	Lambton Kent District School Board	108,880.28
Jacobs	Candice	Elementary Teacher	Lambton Kent District School Board	104,180.10
Jamieson	Trevor	Secondary Teacher	Lambton Kent District School Board	102,407.00
Janisse	Nicole	Elementary Teacher	Lambton Kent District School Board	104,180.10
Janssens	Edward	Elementary Teacher	Lambton Kent District School Board	104,180.10
Janzen	Heather	Elementary Teacher	Lambton Kent District School Board	102,587.01
Jaques	Benjamin	Elementary Teacher	Lambton Kent District School Board	104,169.80
Jarvis	Julie	Secondary Teacher	Lambton Kent District School Board	102,407.00
Jeansonne	Kyla	Elementary Teacher	Lambton Kent District School Board	104,180.10
Jeffrey	Nathan	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Johnson	Chad	Secondary Teacher	Lambton Kent District School Board	103,419.53
Johnston	Ann	Elementary Principal / Elementary Vice Principal	Lambton Kent District School Board	118,975.24
Johnston	James	Secondary Teacher	Lambton Kent District School Board	102,407.00
Johnston	Clayton	Secondary Teacher	Lambton Kent District School Board	102,407.00
Johnston	Rebecca	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,442.84

Jones	Christopher	Secondary Teacher	Lambton Kent District School Board	106,668.80
Jones-Taylor	Pamela	Elementary Teacher	Lambton Kent District School Board	104,180.10
Josling	Heather	Elementary Teacher	Lambton Kent District School Board	104,700.66
Jubenville	Brian	Elementary Teacher	Lambton Kent District School Board	104,174.95
Kacer	Dana	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,249.99
Kaija	Kiri	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,773.41
Kaija	Peter	Secondary Teacher	Lambton Kent District School Board	102,407.00
Kardas	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,035.22
Keane	James	Secondary Principal	Lambton Kent District School Board	133,499.05
Kedwell	Ronn	Secondary Teacher	Lambton Kent District School Board	102,407.00
Kedwell	Deborah	Elementary Teacher	Lambton Kent District School Board	104,180.10
Kehn	Patricia	Elementary Teacher	Lambton Kent District School Board	104,180.10
Kelly	Meghan	Elementary Teacher	Lambton Kent District School Board	104,180.10
Kemp	Jillian	Elementary Teacher	Lambton Kent District School Board	100,178.23
Kennedy	Ian	Secondary Teacher	Lambton Kent District School Board	102,925.06
Kennedy	Anna	Elementary Teacher	Lambton Kent District School Board	104,106.79
Kenny	Allison	Elementary Teacher	Lambton Kent District School Board	104,180.10
Kerr	Samantha	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,126.78
Kershaw	Janet	Elementary Teacher	Lambton Kent District School Board	103,622.48
Kerwin	Sarah	Elementary Teacher	Lambton Kent District School Board	104,152.94
Kilmer	Rodney	Elementary Vice Principal	Lambton Kent District School Board	113,235.66
King	Nathaniel	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,743.89
King	Kenneth	Secondary Teacher	Lambton Kent District School Board	102,407.00
Kinney	Julie	Elementary Teacher	Lambton Kent District School Board	104,180.10
Kistulinec	Lesley	Elementary Teacher	Lambton Kent District School Board	104,326.52
Kistulinec	Peter	Secondary Teacher	Lambton Kent District School Board	105,208.20
Knight	Christopher	Secondary Teacher	Lambton Kent District School Board	102,407.00
Kobe	Elizabeth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,302.04
Kominek	Derek	Secondary Teacher	Lambton Kent District School Board	105,208.20
Konstantinou	Stephanie	Elementary Teacher	Lambton Kent District School Board	104,119.01
Koomans	Catherine	Elementary Teacher	Lambton Kent District School Board	104,180.10
Krawetz	Sara	Secondary Teacher	Lambton Kent District School Board	102,407.00
Kucera	Donna	Secondary Teacher	Lambton Kent District School Board	102,407.00
Kuhn	Joseph	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Kumpf	Jennifer	Ontario Secondary School Teacher's Federation District 10 President	Lambton Kent District School Board	115,194.73
Kuni	Karyn	Secondary Teacher	Lambton Kent District School Board	102,407.00
Ladd	Denise	Elementary Vice Principal	Lambton Kent District School Board	100,917.94
Lahey	Adam	Secondary Teacher	Lambton Kent District School Board	102,407.00
Lally	Corrine	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Lalonde	Scott	Secondary Teacher	Lambton Kent District School Board	104,828.53
Lambkin	Christopher	Elementary Principal	Lambton Kent District School Board	126,499.10
Lamoure	Margaret	Elementary Teacher	Lambton Kent District School Board	104,180.10
Lane	Helen	Superintendent of Education	Lambton Kent District School Board	172,766.48
Langan	Sarah	Elementary Teacher	Lambton Kent District School Board	104,180.10
Langeveld	Sharron	Elementary Teacher	Lambton Kent District School Board	104,180.10
Langlois-Groves	Tina	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.82
Lansens	Kelley	Secondary Teacher	Lambton Kent District School Board	105,208.21
Larsen	John	Secondary Teacher	Lambton Kent District School Board	102,407.00
Latawiec	Darryl	Elementary Teacher	Lambton Kent District School Board	103,169.71



Latta	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Law	Barbara	Elementary Teacher	Lambton Kent District School Board	104,180.10
Lawton	Benjamin	Secondary Principal	Lambton Kent District School Board	133,499.00
Leach	Joscelynne	Elementary Teacher	Lambton Kent District School Board	112,179.20
Leavoy	Valerie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,120.62
Leckie	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Leckie Hamill	Laurie	Secondary Teacher	Lambton Kent District School Board	102,407.00
Leidl	Amanda	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.84
Leidl	Brian	Secondary Teacher	Lambton Kent District School Board	102,407.00
Leidl	Timothy	Secondary Teacher	Lambton Kent District School Board	102,407.00
Leitch	Rhonda	Elementary Teacher	Lambton Kent District School Board	104,639.49
Lemieux	Kelly-Anne	Elementary Teacher	Lambton Kent District School Board	104,519.02
Lennan	Teanna	Elementary Teacher	Lambton Kent District School Board	104,364.10
Lessard	Taryn	Elementary Principal	Lambton Kent District School Board	101,199.28
Letham	Janessa	Elementary Teacher	Lambton Kent District School Board	104,167.16
Lethbridge	Michelle	Elementary Teacher	Lambton Kent District School Board	104,228.60
Leveque	Sherri	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,285.05
Lewis	Christine	Elementary Teacher	Lambton Kent District School Board	104,180.10
Leystra	Rhonda	Secondary Principal	Lambton Kent District School Board	133,499.08
Liddicoat	Laurel	Elementary Teachers Federation of Ontario Local President	Lambton Kent District School Board	113,680.10
Lindsay	Janet	Secondary Teacher	Lambton Kent District School Board	102,407.01
Locke	Karen	Secondary Teacher	Lambton Kent District School Board	108,078.79
Logan	Karen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	118,191.72
Lopes	Erika	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,761.94
Lopetrone	Teresa	Elementary Teacher	Lambton Kent District School Board	104,180.10
Love	Kathleen	Secondary Teacher	Lambton Kent District School Board	102,407.00
Loveday	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Lozon	Kylie	Secondary Teacher	Lambton Kent District School Board	106,852.80
Lozon	Allen	Elementary Teacher	Lambton Kent District School Board	104,180.10
Lucio	Joseph Jeffrey	Elementary Teacher	Lambton Kent District School Board	104,180.10
Lukings	Alecia	Secondary Teacher	Lambton Kent District School Board	102,407.00
Lung	Meighan	Elementary Teacher	Lambton Kent District School Board	104,364.10
Lussier	Dennis	Secondary Teacher	Lambton Kent District School Board	102,407.00
Luttrell	Sarah	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.78
Lyman	Marci	Elementary Teacher	Lambton Kent District School Board	104,180.10
Lynas	Emma-Louise	Elementary Teacher	Lambton Kent District School Board	104,180.10
Macdonald	Lisa	Elementary Principal	Lambton Kent District School Board	126,499.10
Macdonald	Mark	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,873.34
Macdonald	Mark E.	Elementary Teacher	Lambton Kent District School Board	104,180.10
Macdougall	Joshua	Secondary Teacher	Lambton Kent District School Board	101,875.97
Mackay	Cindy	Elementary Teacher	Lambton Kent District School Board	104,159.50
Mackenzie	Brock	Elementary Teacher	Lambton Kent District School Board	103,608.37
Maclachlan	Amy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,740.72
Maclachlan	Robert	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.39
Maddock	Gavin	Elementary Teacher	Lambton Kent District School Board	104,180.10
Maitland	Barry	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Malette	Melissa	Secondary Principal	Lambton Kent District School Board	133,517.48
Mancini	Mary	Superintendent of Education	Lambton Kent District School Board	177,915.96
Mancusi	Marco	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,873.34

Mancusi	Lora	Secondary Teacher	Lambton Kent District School Board	102,407.00
Mandeno	Jodi	Elementary Teacher	Lambton Kent District School Board	104,530.10
Manery	Lisa	Elementary Teacher	Lambton Kent District School Board	104,180.10
Manju Ghosh	Avinash	Secondary Teacher / Summer Semester	Lambton Kent District School Board	104,256.40
Manser	Susan	Secondary Teacher	Lambton Kent District School Board	102,745.48
Mariconda	Elizabeth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	100,759.74
Markovic	Allyson	Elementary Teacher	Lambton Kent District School Board	104,180.04
Markovich	Louise	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,877.17
Marr	Douglas	Secondary Teacher	Lambton Kent District School Board	102,407.00
Marshall	Elizabeth	Elementary Teacher	Lambton Kent District School Board	104,180.10
Martin	Jeffrey	Elementary Teacher	Lambton Kent District School Board	104,180.12
Martin	Sara	Elementary Teacher	Lambton Kent District School Board	104,180.10
Martin	Trevor	Secondary Consultant	Lambton Kent District School Board	107,120.80
Martin	Nicole	Secondary Teacher	Lambton Kent District School Board	102,407.00
Martsch-Litt	Shelley	Elementary Principal	Lambton Kent District School Board	131,615.20
Marut	Sabrina	Elementary Teacher / Summer Semester	Lambton Kent District School Board	103,383.49
Marvell	Christopher	Manager of Information Technology	Lambton Kent District School Board	141,682.95
Maryschak	Danielle	Elementary Principal	Lambton Kent District School Board	126,499.10
Mathieson	Cara	Secondary Teacher	Lambton Kent District School Board	102,591.00
Maw	Amy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,431.45
Maxfield	Nicole	Secondary Teacher	Lambton Kent District School Board	102,407.00
Maxim	William	Secondary Teacher	Lambton Kent District School Board	102,407.00
Mcarthur	Douglas	Secondary Teacher	Lambton Kent District School Board	102,407.00
Mcauley	Scott	Secondary Teacher	Lambton Kent District School Board	106,081.20
Mcbain	Brian	Secondary Consultant	Lambton Kent District School Board	112,219.01
Mccallum	Jolene	Secondary Teacher	Lambton Kent District School Board	102,407.00
Mccormack	Sean	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mccormick	Tawny	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,390.11
Mccutcheon	Mary	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mcdermott	Tammy	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mcdonald	Michael	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Mcdonald	Gregory	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mcdonald	Randi	Elementary Vice Principal	Lambton Kent District School Board	114,991.76
Mcevoy	Shane	Elementary Teacher	Lambton Kent District School Board	104,700.66
Mcfadden	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mcfarland	Heather	Elementary Vice Principal	Lambton Kent District School Board	114,991.76
Mcgrail	Stephen	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mcgrail	Michael	Secondary Teacher	Lambton Kent District School Board	105,208.20
Mcgregor	Meighen	Secondary Teacher	Lambton Kent District School Board	106,668.80
Mckay	Brian	Superintendent of Business	Lambton Kent District School Board	179,355.96
Mckay	Jessica	Secondary Teacher	Lambton Kent District School Board	106,668.80
Mckenzie	Jennifer	Elementary Teacher	Lambton Kent District School Board	105,980.10
Mckichan	Kerri	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mckinlay	Mary	Elementary Teacher	Lambton Kent District School Board	104,204.24
Mckinlay	Tanya	Elementary Teacher	Lambton Kent District School Board	104,174.95
Mclaughlin	Kelly	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,681.00
Mclaughlin	Derek	Elementary Teacher	Lambton Kent District School Board	104,180.10
Mclean	Joy	Elementary Principal	Lambton Kent District School Board	126,499.10
Mclean	Andrew	Secondary Teacher	Lambton Kent District School Board	102,407.00

McClean	Howard	Secondary Teacher	Lambton Kent District School Board	100,201.20
McClean-Strevel	Tracy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.78
McLellan	Scott	Secondary Teacher	Lambton Kent District School Board	102,407.00
McMahon-Stonefisi	Sarri	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,615.45
McMullin	Natalie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
McMurphy	Victoria	Elementary Teacher	Lambton Kent District School Board	104,180.10
McNaught	Lisa	Elementary Teacher	Lambton Kent District School Board	104,180.10
McNear	Julianne	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,972.62
McQueen	Stephanie	Secondary Consultant	Lambton Kent District School Board	109,504.71
Melanson	Rhonda	Elementary Teacher	Lambton Kent District School Board	104,180.10
Melhuish	Cassandra	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,606.86
Meston	Dennis	Secondary Consultant / Summer Semester	Lambton Kent District School Board	112,735.20
Metcalfe	Delbert	Manager of Facility Operations	Lambton Kent District School Board	130,926.64
Meyer	Lori	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,479.95
Mifflin	Kristena	Elementary Teacher	Lambton Kent District School Board	100,342.78
Mikhaila	Matthew	Elementary Teacher	Lambton Kent District School Board	104,180.10
Millar	Ashley	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,571.69
Millard	Michelle	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,035.23
Miller	Kerry	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Miller	Lee	Elementary Principal	Lambton Kent District School Board	126,517.50
Milne	Julianne	Elementary Teacher	Lambton Kent District School Board	104,180.10
Missiaen	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,141.30
Mitchell	James	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,842.50
Mitchell	Christopher	Elementary Principal	Lambton Kent District School Board	121,581.18
Mitchell	Tara	Elementary Consultant Special Education / Summer Semester	Lambton Kent District School Board	113,011.33
Moir	Jennifer	Elementary Teacher	Lambton Kent District School Board	101,089.58
Moore	Christopher	System Coordinator	Lambton Kent District School Board	133,843.08
Moraal	Linda	Elementary Teacher	Lambton Kent District School Board	104,180.10
Moran	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Morkin	Susan	Elementary Teacher	Lambton Kent District School Board	104,180.10
Morrison	Janice	Elementary Principal	Lambton Kent District School Board	126,499.10
Morton	James	System Coordinator	Lambton Kent District School Board	134,299.10
Movrich	Amanda	Secondary Teacher	Lambton Kent District School Board	106,668.80
Moynahan	Jennifer	Secondary Teacher	Lambton Kent District School Board	100,431.17
Moynihan	Thomas	Secondary Teacher	Lambton Kent District School Board	106,668.82
Mueller	Krista	Secondary Teacher	Lambton Kent District School Board	102,407.00
Munroe	Derek	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,431.45
Murphy	Charity	Elementary Teacher	Lambton Kent District School Board	104,179.90
Murray	Barbara	Secondary Teacher	Lambton Kent District School Board	102,407.00
Murray	Kristin	Elementary Teacher	Lambton Kent District School Board	102,799.43
Myers	Ryan	Elementary Principal	Lambton Kent District School Board	126,499.10
Myers	Katherine	Elementary Principal	Lambton Kent District School Board	126,517.50
Natvik	Lisa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Natvik	Elsa	Secondary Principal	Lambton Kent District School Board	133,499.08
Naylor	Linda	Secondary Teacher	Lambton Kent District School Board	102,407.00
Needham	Jonathon	Secondary Teacher	Lambton Kent District School Board	102,407.00
Nemcek	Gregory	Secondary Principal / Summer Semester	Lambton Kent District School Board	140,999.08
Nesbitt	Katherine	Elementary Teacher	Lambton Kent District School Board	104,180.10
Nettleton	David	Secondary Teacher	Lambton Kent District School Board	102,927.56

Newcombe	Andrew	Elementary Principal / Elementary Vice Principal	Lambton Kent District School Board	116,916.50
Newman-Campbell	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Newport	Charlene	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Nienhuis	Nicholas	Elementary Vice Principal	Lambton Kent District School Board	110,549.86
Nixon	Alyssa	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Norcross	Paula	Elementary Teacher	Lambton Kent District School Board	104,180.10
Norris	Thomas	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,354.50
O'Donohue	Leonard Shane	Secondary Teacher	Lambton Kent District School Board	102,407.00
O'Hara	Susan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
O'Neil	Lee	Secondary Teacher	Lambton Kent District School Board	100,369.95
Oreskovich	Ann	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,873.34
Orlando	Carlo	Elementary Teacher / Summer Semester	Lambton Kent District School Board	100,333.73
Orr	Jonathan	Secondary Teacher	Lambton Kent District School Board	101,881.23
Orton	Natasha	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,352.22
Orvis	Rachel	Elementary Teacher	Lambton Kent District School Board	104,180.10
Ostropolec	Matthew	Secondary Teacher	Lambton Kent District School Board	102,407.00
Owen	Brandon	Elementary Teacher	Lambton Kent District School Board	104,180.10
Oxford	Margaret	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,511.30
Page	Thomas	Secondary Teacher	Lambton Kent District School Board	102,407.00
Paquette	Michel	Elementary Teacher	Lambton Kent District School Board	100,090.29
Park	Steven	Elementary Teacher	Lambton Kent District School Board	104,180.10
Park	Jody	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,941.02
Parker	Janice	Elementary Teacher	Lambton Kent District School Board	104,180.10
Parkes	David	Ontario Secondary School Teacher's Federation District 10 Vice Presid	Lambton Kent District School Board	111,665.00
Parkinson	Sally	Elementary Vice Principal / Elementary Teacher	Lambton Kent District School Board	106,917.64
Parnham	Andrew	Elementary Principal	Lambton Kent District School Board	126,499.10
Parry	Tyson	Elementary Teacher	Lambton Kent District School Board	104,180.10
Parsons	Angela	Elementary Teacher	Lambton Kent District School Board	104,180.10
Passmore	Martin	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Patchett	Sean	Secondary Teacher	Lambton Kent District School Board	105,795.80
Paton	Tracy	Elementary Teacher	Lambton Kent District School Board	104,180.10
Pearson	Cheryl	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,738.19
Pearson	Devin	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,820.77
Pedersen	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Peel	Thomas	Secondary Teacher	Lambton Kent District School Board	102,407.00
Pelletier	Brian	Manager of Facility Maintenance and Capital	Lambton Kent District School Board	126,597.56
Pelley	Mary Ann	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Pennell	Colleen	Secondary Teacher	Lambton Kent District School Board	102,927.56
Penner	Brooke	Elementary Teacher	Lambton Kent District School Board	104,180.10
Penney	Darlene	Elementary Principal	Lambton Kent District School Board	126,572.70
Pereira	Dawn	Elementary Teacher	Lambton Kent District School Board	104,180.10
Pereira	Tracy	Elementary Principal	Lambton Kent District School Board	126,499.10
Perini	Cristina	Elementary Teacher	Lambton Kent District School Board	104,180.10
Perkins	Sandra	System Coordinator	Lambton Kent District School Board	133,499.08
Perron	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Perry	Susan H.	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,741.76
Petrucci	Lisa	Elementary Teacher	Lambton Kent District School Board	102,852.60
Petruniak	Roman	Secondary Teacher	Lambton Kent District School Board	102,407.01
Petrus	Tara	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,895.00

Petrus	Michael	Secondary Teacher	Lambton Kent District School Board	102,407.00
Pettipiece	Jason	Secondary Teacher	Lambton Kent District School Board	106,668.80
Pettipiece	Tara	Secondary Teacher	Lambton Kent District School Board	106,668.80
Pfaff	Penny	Elementary Teacher	Lambton Kent District School Board	104,700.66
Pharazyn	Ann	Elementary Teacher	Lambton Kent District School Board	103,319.29
Pickering	Rachel	Elementary Vice Principal	Lambton Kent District School Board	113,235.66
Piercey	Stephanie	Secondary Teacher	Lambton Kent District School Board	102,407.00
Pieta	Lisa	Elementary Teacher	Lambton Kent District School Board	104,169.74
Piper	Angela	Secondary Teacher	Lambton Kent District School Board	108,257.37
Plaquet	Christine	Elementary Teacher	Lambton Kent District School Board	104,180.10
Poag	Cheryl	Elementary Teacher	Lambton Kent District School Board	104,180.10
Podlacha	Maria	Elementary Teacher	Lambton Kent District School Board	104,514.65
Poissant	Melinda	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,431.45
Prangley	Nicholas	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Pree-Bertrand	Florence	Elementary Teacher	Lambton Kent District School Board	104,180.10
Pretty	Shelley	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.82
Prevost	Tammy	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,921.49
Prozorowicz	Chrisjan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Prue	Melissa	Elementary Teacher	Lambton Kent District School Board	102,863.34
Pruys	Krista	Elementary Teacher	Lambton Kent District School Board	104,685.21
Pugh	Brian	Secondary Teacher	Lambton Kent District School Board	102,685.99
Queen Munroe	Harmony	Elementary Principal	Lambton Kent District School Board	126,517.50
Quenneville	Julie	Elementary Teacher	Lambton Kent District School Board	104,180.10
Quigley	Derek	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,754.22
Quigley	Nicole	Elementary Teacher	Lambton Kent District School Board	102,052.14
Raiger	Michael	Elementary Teacher	Lambton Kent District School Board	100,745.39
Rajput	Rita	Secondary Teacher / Summer Semester	Lambton Kent District School Board	101,811.29
Rakuc	Krzysztof	Elementary Principal	Lambton Kent District School Board	121,581.18
Randall	Kathleen	Elementary Teacher	Lambton Kent District School Board	104,180.10
Randall	Hillary	Secondary Teacher	Lambton Kent District School Board	102,407.00
Randall	Melanie	Secondary Teacher	Lambton Kent District School Board	102,407.00
Rankin	Jennifer	Secondary Consultant	Lambton Kent District School Board	105,898.64
Ray	Marcus	Elementary Teacher	Lambton Kent District School Board	104,364.10
Redfern	Veronika	Secondary Teacher	Lambton Kent District School Board	102,407.00
Redmond	Matthew	Elementary Teacher	Lambton Kent District School Board	104,180.10
Reed	Isaac	Secondary Teacher	Lambton Kent District School Board	100,934.24
Regan	Timothy	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Reitberger	Deborah	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,272.31
Rendell	Brooke	Secondary Teacher	Lambton Kent District School Board	102,927.56
Reynen	Lindsay	Secondary Teacher	Lambton Kent District School Board	101,402.42
Richards	Samantha	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Richardson	Diana	Elementary Teacher	Lambton Kent District School Board	104,180.10
Richardson-Ross	Sandra	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Richmond	Larry	Secondary Teacher	Lambton Kent District School Board	102,407.00
Rickman	Leslie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,538.29
Rieger	Shannon	Secondary Teacher	Lambton Kent District School Board	102,407.00
Ritchie	Paul	Elementary Teacher	Lambton Kent District School Board	104,180.10
Rivait	Cheryl	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,842.50
Roberts	Debra	Elementary Teacher	Lambton Kent District School Board	104,180.10

Robertson	Darrell	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,053.23
Robson	Heather	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,179.73
Rodriguez	Sandra	Secondary Teacher	Lambton Kent District School Board	103,819.89
Roesch	James	Secondary Teacher	Lambton Kent District School Board	102,407.00
Roffel	Jenny	Secondary Teacher	Lambton Kent District School Board	102,407.00
Rogan	Sherry	Secondary Teacher	Lambton Kent District School Board	102,407.00
Roman	Elizabeth	Elementary Teacher	Lambton Kent District School Board	104,180.10
Ronsick	Tracy	Elementary Vice Principal	Lambton Kent District School Board	113,235.66
Rountree	Peter	Secondary Teacher	Lambton Kent District School Board	102,407.00
Rountree	Judy	Elementary Teacher	Lambton Kent District School Board	100,360.66
Row	Alana	Elementary Teacher	Lambton Kent District School Board	104,180.10
Rowden	Jessica	Secondary Teacher	Lambton Kent District School Board	102,407.00
Rowe	Sheri	Elementary Teacher	Lambton Kent District School Board	104,313.27
Rowsome	Stacey	Elementary Vice Principal	Lambton Kent District School Board	105,170.42
Russell	Lori	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,370.37
Ryall	Kelly	Elementary Teacher	Lambton Kent District School Board	105,262.46
Ryan	Richard	Secondary Teacher	Lambton Kent District School Board	105,208.20
Ryan	Jennifer	Secondary Teacher	Lambton Kent District School Board	102,686.00
Sabatini	Anita	Elementary Principal	Lambton Kent District School Board	126,499.10
Sabourin	Laura	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Sageman	Erin	Elementary Teacher	Lambton Kent District School Board	103,636.14
Saklak	Greta	Secondary Teacher	Lambton Kent District School Board	102,407.00
Salasso	Dianne	Elementary Teacher	Lambton Kent District School Board	104,180.10
Sanders	Matthew	Elementary Consultant	Lambton Kent District School Board	108,975.32
Sanders	Wayne	Secondary Teacher	Lambton Kent District School Board	106,668.80
Sanders	Jacinda	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.82
Sanderson	Monica	Elementary Teacher	Lambton Kent District School Board	104,180.10
Sands-Gamble	Gretchen	Elementary Consultant	Lambton Kent District School Board	108,975.32
Saunders	Kelly	Secondary Teacher	Lambton Kent District School Board	102,407.00
Savo	Corin	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.84
Schaefer	Timothy	Elementary Teacher	Lambton Kent District School Board	104,174.95
Schalk	Adrianus	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Schatz	Jennifer	Elementary Vice Principal / Summer Semester	Lambton Kent District School Board	116,549.56
Schenck	Alicia	Elementary Teacher	Lambton Kent District School Board	104,180.10
Schinkelshoek	Nancy	Secondary Teacher	Lambton Kent District School Board	101,355.46
Schleihauf	Christopher	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Schoger	Markus	Elementary Teacher	Lambton Kent District School Board	104,180.04
Schultz	Nicole	Elementary Teacher	Lambton Kent District School Board	104,674.95
Schultz	Andrea	Elementary Teacher / Summer Semester	Lambton Kent District School Board	101,336.78
Scott	Kelly	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,164.34
Scott	Mark	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,894.98
Scott	Gillian	Secondary Teacher	Lambton Kent District School Board	100,197.86
Scott Hillier	Sandra	Manager of Financial Services	Lambton Kent District School Board	141,682.89
Secord	Tracey	Elementary Teacher	Lambton Kent District School Board	104,180.10
Shain	Melissa	Elementary Teacher	Lambton Kent District School Board	104,174.95
Shaw	Tracy	Elementary Teacher	Lambton Kent District School Board	104,180.10
Shaw	Kevin	Secondary Teacher	Lambton Kent District School Board	102,407.00
Shea	Rebecca	Elementary Vice Principal	Lambton Kent District School Board	114,991.76
Sheppy	Jenny	Elementary Teacher	Lambton Kent District School Board	104,180.10

Sherman	Donald Mark	Superintendent of Education	Lambton Kent District School Board	185,945.44
Shognosh	Zhahwun	Secondary Consultant / Summer Semester	Lambton Kent District School Board	112,735.22
Siebert	Sheldon	Secondary Teacher	Lambton Kent District School Board	106,668.80
Simpson	Heather	Elementary Teacher	Lambton Kent District School Board	104,180.10
Simpson	Michelle	Secondary Teacher	Lambton Kent District School Board	102,407.00
Sims	Shelby	Elementary Teacher	Lambton Kent District School Board	104,180.10
Singh	Kabir	Secondary Teacher	Lambton Kent District School Board	103,505.15
Sipkens-Smith	Kelly	Secondary Teacher	Lambton Kent District School Board	102,407.01
Skinner	Joel	Secondary Teacher	Lambton Kent District School Board	102,407.00
Skipper	Jessica	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.82
Skodak	Julie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,263.44
Smit	Erin	Elementary Principal	Lambton Kent District School Board	126,499.10
Smit	Eric	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Smith	Carrielyn	Elementary Principal	Lambton Kent District School Board	126,499.10
Smith	Anna-Lisa	Secondary Teacher	Lambton Kent District School Board	102,407.00
Smith	Elish	Secondary Teacher	Lambton Kent District School Board	102,407.00
Smith-Ray	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,180.10
Smolders	Kenneth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.78
Smyth	Angela	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,478.18
Snauwaert	Shaun	Elementary Teacher	Lambton Kent District School Board	100,040.28
Solinas-Moscone	Antonella	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.78
Soulard	Michelle	Elementary Teacher	Lambton Kent District School Board	104,700.66
Spadafora	Giovanni	Secondary Teacher / Summer Semester	Lambton Kent District School Board	112,283.20
Sparks	Patricia	Elementary Teacher	Lambton Kent District School Board	104,014.18
Spencer	Scott	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,112.75
Spencer	Ryan	Elementary Teacher / Summer Semester	Lambton Kent District School Board	102,906.29
St. Germain	Suzanne	Elementary Teacher	Lambton Kent District School Board	104,180.10
St. Peter-Catton	Karen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,540.24
St. Pierre	Renee	Secondary Teacher	Lambton Kent District School Board	102,407.00
Stacey	Mark	Elementary Teacher	Lambton Kent District School Board	104,180.04
Stanford	Shelley	Elementary Teacher	Lambton Kent District School Board	104,180.10
Stasso	Jo-Ann	Elementary Teacher	Lambton Kent District School Board	104,180.10
Steeves	Scott	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,837.78
Stenton	Derek	Secondary Principal / Summer Semester	Lambton Kent District School Board	138,940.04
Stephenson	Laurie	Elementary Principal	Lambton Kent District School Board	126,499.10
Stephenson	Stephen	Secondary Teacher	Lambton Kent District School Board	104,081.00
Stevens	Aaron	Secondary Teacher	Lambton Kent District School Board	104,121.80
Stewardson	Deborah	Elementary Teacher / Summer Semester	Lambton Kent District School Board	106,314.18
Stewardson	Shaun	Secondary Teacher / Summer Semester	Lambton Kent District School Board	111,530.58
Stewardson	Lisa	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,721.10
Stewart	James	Secondary Principal	Lambton Kent District School Board	131,728.42
Stewart	Danielle	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,939.96
Stickney	Allison	Elementary Teacher	Lambton Kent District School Board	104,180.10
Stoddard Williams	Katherine	Secondary Teacher	Lambton Kent District School Board	106,668.80
Stonehouse	James	Secondary Teacher	Lambton Kent District School Board	102,407.01
Stover	James	Secondary Teacher	Lambton Kent District School Board	102,407.00
Straatman-Leclerc	Cheryl	Elementary Teacher	Lambton Kent District School Board	104,180.10
Strevel	Dwayne	Secondary Teacher	Lambton Kent District School Board	102,407.00
Sullivan	Karen	Secondary Teacher	Lambton Kent District School Board	102,407.01

Sutton	Kristin	Elementary Teacher	Lambton Kent District School Board	104,149.06
Sydorko	Andrew	Secondary Teacher	Lambton Kent District School Board	104,121.80
Syer	Sarah	Elementary Teacher	Lambton Kent District School Board	104,180.04
Sztrolovics	Robert	Secondary Teacher / Summer Semester	Lambton Kent District School Board	108,021.40
Tanner	Thomas	Elementary Teacher	Lambton Kent District School Board	104,180.10
Taylor	William	Elementary Teacher	Lambton Kent District School Board	104,168.46
Teasdale	Gregory	Secondary Teacher	Lambton Kent District School Board	102,407.00
Terry	Gregory	Elementary Teacher	Lambton Kent District School Board	104,180.10
Terry	Valerie	Secondary Teacher / Summer Semester	Lambton Kent District School Board	102,756.77
Tessier	Sandra	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Thomas	Linda	Elementary Teacher	Lambton Kent District School Board	104,164.65
Thomas	Heather	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,401.62
Thomas	Jennifer	Secondary Teacher	Lambton Kent District School Board	105,208.20
Thompson	Allison	Elementary Teacher / Summer Semester	Lambton Kent District School Board	105,164.28
Thompson	Elizabeth	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.54
Thompson	Jay	Secondary Teacher	Lambton Kent District School Board	102,407.00
Thompson	Eva	Secondary Teacher	Lambton Kent District School Board	102,407.00
Thomson	Jane	Elementary Teacher	Lambton Kent District School Board	104,180.10
Thornton	Morgan	Secondary Teacher	Lambton Kent District School Board	102,407.00
Tichenoff	Stephen	Secondary Teacher	Lambton Kent District School Board	106,668.82
Tiegs	Bethany	Elementary Teacher	Lambton Kent District School Board	100,612.01
Tinline	Wendi	Elementary Teacher	Lambton Kent District School Board	104,700.66
Toner	Brenda	Elementary Teacher	Lambton Kent District School Board	104,180.10
Touzin	Heather	Secondary Consultant / Summer Semester	Lambton Kent District School Board	110,019.40
Townsend	Adam	Elementary Principal / Elementary Vice Principal	Lambton Kent District School Board	115,160.40
Townsend	Elizabeth	Elementary Principal	Lambton Kent District School Board	126,499.10
Triantos	Denise	Elementary Teacher	Lambton Kent District School Board	103,640.13
Triest	Andrew	Elementary Teacher	Lambton Kent District School Board	104,119.02
Trinca	David	Elementary Teacher	Lambton Kent District School Board	104,180.10
Tscharke	Jennifer	Elementary Teacher	Lambton Kent District School Board	104,700.66
Turner	Joseph	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,136.84
Uher	Corinne	Secondary Teacher	Lambton Kent District School Board	102,407.00
Vale	Barry	Secondary Teacher	Lambton Kent District School Board	102,407.00
Van Damme	Jean	Elementary Teacher	Lambton Kent District School Board	104,180.10
Van De Wiele	Erin	Elementary Principal	Lambton Kent District School Board	126,517.50
Van Eerd	Thomas	Secondary Teacher	Lambton Kent District School Board	105,208.20
Van Ewyk	Kent	Secondary Teacher	Lambton Kent District School Board	102,407.00
Van Hooste	Rebecca	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Van Kessel	Randal	Elementary Teacher	Lambton Kent District School Board	104,180.10
Van Kesteren	Philip	Secondary Teacher	Lambton Kent District School Board	102,407.00
Van Middelkoop	Leah	Secondary Teacher	Lambton Kent District School Board	102,407.00
Van Veldhuisen	Susan	Secondary Teacher	Lambton Kent District School Board	106,226.84
Vanbilsen	Rebecca	Elementary Teacher	Lambton Kent District School Board	104,160.18
Vandenberg	Mary	Elementary Teacher	Lambton Kent District School Board	104,164.65
Vandenberg	Ryan	Secondary Teacher	Lambton Kent District School Board	106,668.80
Vandenbossche	Tracy	Elementary Principal	Lambton Kent District School Board	126,499.10
Vander Kant	Karen	Secondary Teacher	Lambton Kent District School Board	102,407.01
Vander Pol	Heather	Elementary Principal	Lambton Kent District School Board	126,517.50
Vander Pryt	Kathryn	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.59



Vandergriendt	Shea-Lynn	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Vandermeer	Heather	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Vandernaalt	Julianne	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,842.50
Vandersluis	Robert	Secondary Teacher	Lambton Kent District School Board	102,407.00
Vanderveeken	Janice	Supervisor of Accounting	Lambton Kent District School Board	104,687.90
Vanhooft	Samantha	Elementary Teacher	Lambton Kent District School Board	100,728.64
Vanrabaey	Laurie	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Vaughan	Holly	Elementary Teacher	Lambton Kent District School Board	104,180.10
Veenendaal	Kristen	Elementary Teacher	Lambton Kent District School Board	104,574.34
Verkaik	Kelly	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,265.24
Verville	Ryan	Elementary Teacher	Lambton Kent District School Board	104,180.10
Verville	Tara	Elementary Teacher	Lambton Kent District School Board	104,180.10
Victor	Brandi	Secondary Teacher	Lambton Kent District School Board	102,407.01
Vienneau	Diane	Secondary Teacher	Lambton Kent District School Board	105,208.20
Vlasschaert	Janna	Elementary Vice Principal / Elementary Teacher	Lambton Kent District School Board	104,255.16
Vlcek	Lindsay	Elementary Teacher	Lambton Kent District School Board	104,180.10
Volland	Valerie	Elementary Teacher	Lambton Kent District School Board	104,174.95
Vsetula	Joan	Elementary Teacher	Lambton Kent District School Board	102,497.54
Wainscott	Andrea	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
Walker	Karen	Elementary Teacher	Lambton Kent District School Board	104,180.10
Wallace	Erin	Elementary Teacher	Lambton Kent District School Board	104,180.10
Waller	Shannon	Elementary Teacher	Lambton Kent District School Board	103,612.26
Waller	Larry Trevor	Secondary Teacher	Lambton Kent District School Board	102,407.00
Watson	Graham	Secondary Vice Principal	Lambton Kent District School Board	120,896.88
Weber	Tracy	Continuing Education	Lambton Kent District School Board	102,139.07
Webster	Verna	Elementary Teacher	Lambton Kent District School Board	105,117.60
Weed	Sara	Secondary Teacher	Lambton Kent District School Board	104,226.34
Weet	Sonja	Elementary Teacher	Lambton Kent District School Board	104,180.10
Wellington-Hoskin	Paula Ryann	Secondary Teacher	Lambton Kent District School Board	102,407.00
Welsh	Patricia	Elementary Teacher	Lambton Kent District School Board	104,138.52
West	Wendy	Elementary Teacher	Lambton Kent District School Board	104,171.26
Westlake	Andrew	Secondary Teacher / Summer Semester	Lambton Kent District School Board	107,775.94
Wettergreen	Carole	Elementary Principal	Lambton Kent District School Board	126,499.10
White	Amanda	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,411.94
White	Jessica	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,389.02
White	Errol	Elementary Teacher	Lambton Kent District School Board	104,278.02
White	Jennifer	Elementary Teacher	Lambton Kent District School Board	103,495.65
Whiteye-Mcgee	Alicia	Elementary Teacher	Lambton Kent District School Board	104,700.66
Whitlock	Todd	Secondary Teacher / Summer Semester	Lambton Kent District School Board	103,139.82
Wiersma	Paul	System Coordinator	Lambton Kent District School Board	133,499.08
Wilcox	Sheila	Elementary Teacher	Lambton Kent District School Board	104,180.10
Wilcox	Steve	Secondary Teacher	Lambton Kent District School Board	102,407.00
Wilkinson	Coreen	Secondary Teacher / Summer Semester	Lambton Kent District School Board	105,941.02
Willemse	Adam	Secondary Teacher	Lambton Kent District School Board	102,407.00
Williams	Gordon	Secondary Teacher	Lambton Kent District School Board	106,668.80
Wilson	Emily	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,390.04
Wilson	Rebecca	Elementary Teacher	Lambton Kent District School Board	104,364.10
Wilson	Carla	System Coordinator	Lambton Kent District School Board	148,888.52
Wilson	Kristyn	Secondary Teacher	Lambton Kent District School Board	110,418.80

Wilson	Scott	Secondary Teacher	Lambton Kent District School Board	102,407.00
Winegard-Whitlock	Kelly	Secondary Teacher	Lambton Kent District School Board	102,407.00
Witt	Colleen	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,643.72
Wolanski	Wayne	Elementary Teacher	Lambton Kent District School Board	104,180.10
Wolf	Robyn	Elementary Teacher	Lambton Kent District School Board	101,975.66
Wolting	Jennifer	Secondary Teacher	Lambton Kent District School Board	102,407.01
Woltz	Shane	Elementary Teacher	Lambton Kent District School Board	102,422.29
Wood	Todd	Secondary Vice Principal	Lambton Kent District School Board	119,044.73
Wood	Stephanie	Elementary Teacher	Lambton Kent District School Board	104,180.10
Wood	Ashtyn	Elementary Teacher	Lambton Kent District School Board	100,102.02
Woodrow	Coryn	Elementary Teacher	Lambton Kent District School Board	104,700.66
Woods-Koolen	Lori	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,582.70
Woolridge	Brian	Elementary Teacher	Lambton Kent District School Board	104,180.10
Worotny	Renee	Secondary Teacher / Summer Semester	Lambton Kent District School Board	101,759.54
Wranich	Janice	Secondary Teacher	Lambton Kent District School Board	102,407.00
Wright	Kerri Lynn	Elementary Teacher / Summer Semester	Lambton Kent District School Board	104,741.76
Wright Boyd	Charlotte	Secondary Teacher	Lambton Kent District School Board	102,407.00
Wyville	Alysia	Elementary Teacher	Lambton Kent District School Board	104,180.04
Young	Michael	Secondary Teacher	Lambton Kent District School Board	100,671.86
Zakaria	Danny	Secondary Teacher	Lambton Kent District School Board	102,407.00
Zandbergen	Lisa	Secondary Teacher	Lambton Kent District School Board	100,808.57
Zondag	Donald	Secondary Principal	Lambton Kent District School Board	133,499.08
Zondag	Daphne	Elementary Principal	Lambton Kent District School Board	131,615.20
Zottl	Karin	Elementary Teacher	Lambton Kent District School Board	104,180.10



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

**DATE: March 29, 2022**

**SUBJECT: Budget Meeting Schedule for the 2022-2023 School Year**



The Board's annual budget process for the 2022-23 school year began in February 2022 with the school budget process. This report establishes the budget schedule that will guide the planning of revenues and expenses, for the upcoming 2022-23 school year.

The meeting timelines proposed below will be used to guide the budget development process.

- Development and release of the initial budget memos, by the Ministry of Education, occurred on February 17, 2022. The release of the technical paper and access to EFIS is anticipated to be available by the end of March 2022.
- Budget Workshops for Trustees and Administration: April 5 and May 3; all meetings begin at 5:00 p.m., at the SEC and CREC with video conferencing and Microsoft Teams options available. Meeting invites will be sent to all trustees.
- Presentation, review, public input and development of the budget, as required, at the public Regular Board Meetings on April 12 & 26 and May 10 & 24.
- Budget Information Sessions: Student Senate April 13, Parent Involvement Committee on May 16, Indigenous Liaison Committee - TBD and Special Education Advisory Committee on June 2.
- Final approval of the 2022/2023 Budget is scheduled to be presented at the June 14, 2022 Regular Board Meeting (contingency plan, if required - June 28, 2022 Regular Board Meeting).